

THE BULLETIN

JANUARY 31, 1994 ~ 47TH YEAR ~ NUMBER 11

After Rae Days, Pay May Go Up

BY JANE STIRLING

UNIVERSITY EMPLOYEES CAN expect their salaries and benefits to increase from 1996-97 until the end of the decade, according to a document that considers financial parameters for the University's new long-range budget guidelines.

Following the expiry of the social contract in 1995-96 the document proposes a compensation increase that tracks the Consumer Price Index (CPI) plus progress-through-the-ranks and merit increases through to 2000. For union groups the increase would be CPI plus one percent. CPI is assumed at an average of 1.7 percent over the period.

At the Jan. 17 meeting of Business Board, members examined a draft of the assumptions and strategic decisions to be used in developing long-range budget guidelines for the six-year period 1994-95 to 1999-2000. The guidelines will be presented to

Council for approval in the spring.

Professor Martin Moskovits of the Department of Chemistry noted that employees in other sectors affected by the social contract have taken a compensation decrease. He asked whether the administration has considered negotiating with its staff and faculty for a salary cut following the end of the social contract. Thomas Simpson, an alumni representative, said there is hope that "three years from now people's expectations for increased pay should be moderated in a low-inflation environment."

Professor Michael Finlayson, vice-president (human resources), said it would not be a "realistic attitude" for the board to assume a salary freeze can be continued after the social contract ends. "It would be quite rash to suggest that we can go on between 1996 to the year 2000 without salary increases."

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Dellandrea New VP

JON DELLANDREA, AN EXPERIENCED development officer who heads the Mount Sinai Hospital Foundation of Toronto, is U of T's new vice-president and chief development officer.

The appointment was announced by President Robert Prichard at the Jan. 27 meeting of Governing Council and takes effect April 11.

"In the next few years the University must place a greater reliance on private support," Prichard said. "Mr. Dellandrea's broad experience in both the education and development sectors makes him the ideal person to help U of T meet this challenge."

Dellandrea, 44, is a U of T graduate and a past staff member. In an interview he said is very excited about returning to the University. "I have a great passion for the University of

Toronto because it has contributed greatly to both my personal development and my professional life," he said. "It feels like homecoming."

Born in Port Loring, Ontario, Dellandrea has a BA in English literature and a master's and doctoral degree in education, all from U of T. As an undergraduate he played on the Varsity Blues football team and was active with the students' athletic council at Scarborough College.

In 1973 Dellandrea was hired as

~ See DELLANDREA: Page 2 ~

Chemist Wins Steacie

PROFESSOR MARK LAUTENS OF the Department of Chemistry, a leading researcher in synthetic organic chemistry, has won one of four national Steacie fellowships.

The award is given annually to highly promising young scientists and engineers by the Natural Sciences & Engineering Research Council of Canada (NSERC). It pays the winners' salaries for up to two years, freeing them of teaching and administrative duties so they can focus on their areas of expertise. Investigators can also request to have their research funds more than doubled.

"I like teaching and I'll miss it but I must say I'll enjoy having the two years to dedicate to my research,"

~ See CHEMIST: Page 2 ~

REACH FOR THE TOP



Jeff Egan, a member of the environmental group Earth First!, demonstrates his tree-climbing skills in the Whitney Hall quadrangle Jan. 26 during U of T's environmental awareness week. Events included a bike parade, garbage sculptures and papermaking. The Ontario Public Interest Research Group-Toronto, environmental students union and facilities and services sponsored the activities.

Unemployment Costs \$1 Billion

BY KARINA DAHLIN

UNEMPLOYMENT IS A PUBLIC policy issue, not an individual problem, says Professor Chandrakant Shah of the Department of Preventive Medicine & Biostatistics.

On Jan. 27 Shah presented the results of a study that shows unemployment costs the health care system about \$1 billion a year. Speaking to a meeting of the Association of Local Official Health Agencies at the Sheraton Centre, he noted that federal finance minister Paul Martin has sought the advice of economists in

the preparation of his upcoming budget but has not heard from public health officials. "Make your voices heard," Shah urged his audience. "Tell Martin that unemployment is a public health problem."

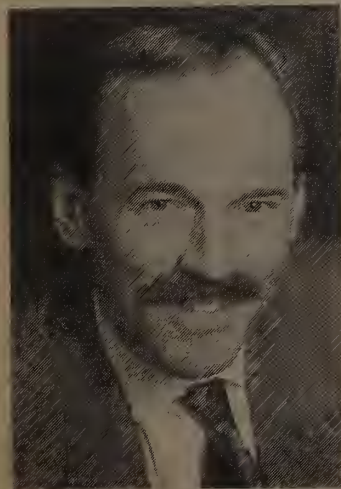
Shah conducted the study with medical student Tomislav Svoboda and Robert Din, medical adviser to the BC Workers' Compensation Board. They have submitted an article on their study to the *Canadian Medical Association Journal*.

The \$1 billion figure — which Shah says is a conservative estimate — was reached by examining the

literature on the detrimental health effects of unemployment. The researchers based the figure on a national unemployment rate of about 15 percent in 1993 rather than on Statistics Canada's rate of about 12 percent. In doing so they included people in the labour force who were not actively seeking work and therefore not included in official statistics.

The definition of "health" is in keeping with the international movement to consider the social, economic and environmental determinants of

~ See UNEMPLOYMENT: Page 2 ~



Jon Dellandrea

IN BRIEF



Paintings stolen from Trinity

METRO TORONTO POLICE ARE INVESTIGATING THE THEFT OF ABOUT \$50,000 in art from the Senior Common Room at Trinity College. Sgt. Len Paris of the U of T Police said the incident occurred Jan. 22. Sometime between 6:30 a.m. and 4:45 p.m., someone entered the room, which remains open during the day, and removed two paintings by Cornelius Krieghoff valued at between \$20,000 and \$25,000 each. The works, Paris said, were *Indian trapper on snow shoes* and *Indian woman with moccasins*, both painted around 1850.

Parasitologist president elected

PROFESSOR SHERWIN DESSER, CHAIR OF THE DEPARTMENT OF Zoology, has been elected president of the American Society of Parasitologists. He assumes the three-year appointment in August. Desser, the second Canadian to serve as society president, specializes in the study of parasitic protozoa. The society, founded in 1925 and consisting of more than 1,300 members, is dedicated to the research of parasitic organisms, particularly those that cause serious tropical diseases such as malaria.

Woolf society chooses Cuddy-Keane

PROFESSOR MELBA CUDDY-KEANE OF ENGLISH AT SCARBOROUGH, the college's vice-principal and associate dean, has been elected president of the Virginia Woolf Society for a three-year term. Cuddy-Keane's election took place in December at the 1993 Modern Languages Association convention in Toronto. Established in 1976, the international society consists of approximately 400 members who are involved or have an interest in scholarship relating to the British novelist.

Firearms policy approved

GOVERNING COUNCIL HAS ADOPTED A POLICY STATEMENT ON FIREARMS and has amended the University's Code of Student Conduct to accommodate the new policy. The policy states: "The University of Toronto prohibits anyone other than a peace officer or a member of the Canadian forces in the course of duty from having or using firearms on the premises of the University of Toronto, without the permission of the Chief Administrative Officer of the University. Permission to conduct research involving firearms or ammunition should be sought through the Chief Academic Officer of the University." The student conduct code will now contain similar wording that prohibits people other than peace officers or army members from having or using firearms or ammunition on campus. Both motions were approved with no discussion at the Jan. 27 meeting of Council.

Robinson voted philosophy group's head

PROFESSOR THOMAS ROBINSON OF THE DEPARTMENT OF PHILOSOPHY has been elected president of the Society for Ancient Greek Philosophy for a two-year term. He took office in November. The society, which draws its 500 members from North American scholars in Greek philosophy, holds four meetings a year. The gatherings give members a forum in which to discuss the subject and present papers, which are then published.

Sutcliffe named hospital president

PROFESSOR SIMON SUTCLIFFE OF THE DEPARTMENT OF RADIATION Oncology assumed the position of president and chief executive officer of the Ontario Cancer Institute/Princess Margaret Hospital (OCI/PMH) Jan. 1. He succeeds Dr. Donald Carlow who moved to the British Columbia Cancer Control Agency. Sutcliffe joined the staff of OCI/PMH in 1981 and was appointed vice-president of oncology programs in 1989.

After Rae Days, Pay May Go Up

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The document's second large proposal is that, starting in 1994-95, U of T would reduce its pension plan contributions by \$5.4 million annually. Bryan Davies, vice-president (business affairs), called it a "calculated risk" but said the administration believes the action could be taken without causing the plan to go into a deficit. "If it did, this assumption would have to be revisited because we are under an obligation to keep that pension plan solvent."

In addition to this strategy the document suggests a pension contribution holiday in the period 1993-96 that would produce savings of \$81 million. Of that amount \$47 million would be used to meet the University's social contract obligations (in addition to employees' pay freezes and unpaid days off). A sum of \$18 million would be placed in a University infrastructure fund and \$12 million would be earmarked for a new transitional fund for academic divisions to help them adjust to base budget cuts. The rest would be used to create a new transitional fund for administrative divisions.

Simpson said he approves of the pension plan holiday. "It makes sense to extract the \$81 million surplus and we're making use of it in a sensible way. It makes no sense to build up future surpluses. It's much easier to bring that money back into the

operating budget now and decide how to use it sensibly than throw it into the pension fund and fight to take it out later."

The object of the long-range budget guidelines is to reach financial equilibrium by 1999-2000, Davies said. This would mean a balanced operating account and an accumulated deficit of \$5.8 million, lower than the \$6.1 million accumulated deficit targeted in the 1993-94 budget.

The document calls for additional base budget cuts starting in 1996-97 of about 1.6 percent annually, or \$7.4 million in 1996-97 and increasing thereafter. From 1994 to 2000 the base budget would decrease by 8.9 percent or about \$42.4 million.

Simpson said he is concerned the University is not targeting its cuts and restructuring more aggressively. "This 8.9 percent cut is not much of a move in reallocating the resources of the University over a six-year period. I know the academics think that it is a major move but my advice is this is not a major restructuring."

The draft presented to Business Board refers to a number of assumptions the administration has made for planning purposes. It presumes the \$17.9 million social contract reduction is permanent and that operating grants will drop a further \$10 million from 1994 to 1996 and then track inflation to generate an increase of about \$7 million annually.

Dellandrea Appointed

~ Continued from Page 1 ~

executive assistant to then Scarborough principal Ralph Campbell. In that role he helped establish the college's cooperative education program in public administration and worked to expand Scarborough's community relations program.

Dellandrea became assistant director of U of T's Department of Private Funding in 1975. One of the highlights of his term was his work on the successful Update campaign which raised more than \$25 million for the upgrading and renovation of University facilities.

In 1979 Dellandrea accepted a job as the University of Waterloo's first director of development and university relations and was appointed vice-president of university development four years later. He joined Mount Sinai in 1989.

Married, with two sons, Dellandrea has also been an active member of the community, serving on various bodies including the Metro Toronto Week in Hong Kong steering committee and the Canadian Council for the Advancement of Education. He is currently a member of University Affairs Board.

Chemist Wins Steacie Fellowship

~ Continued from Page 1 ~

Lautens, 34, said, "I am extremely excited about this. It's a great thing."

An expert in synthetic methodology, Lautens uses metal-containing compounds to induce new chemical reactions that can then be used to create certain products. He has already discovered a highly controlled and efficient way of generating complex, biologically active molecules that may eventually be used to make drugs that inhibit the HI virus or

lower blood cholesterol.

Lautens said the Steacie will allow him to hire more graduate students and enlarge his research team. The team will continue examining chemical reactions although it may assume some new projects. "I think they've given me the money because they believe that what I'm doing is worthwhile so it wouldn't make much sense to stop doing it."

A BSc graduate from the University of Guelph, Lautens re-

ceived a PhD from the University of Wisconsin at Madison in 1985. He spent two years at Harvard University as an NSERC post-doctoral fellow before coming to U of T in 1987. He is the recipient of numerous awards and honours including an Eli Lilly Research Laboratories grant.

Steacie fellowships are given to outstanding candidates who have obtained their doctorate within the last 12 years and have been nominated by their departments.

Unemployment Costs \$1 Billion

~ Continued from Page 1 ~

health, says the study. "Unemployment is an important determinant of (ill) health, having detrimental impacts on mental, physical and social (family and community) well-being. Health is affected through both the acute mechanism of job loss (as a stressful life event) and the deleterious effects of chronic joblessness."

In calculating cost the investigators attribute excess use of four different services to the unemployed. According to one of their estimates, the excess cost of visits to physicians accounts for \$44 million (another estimate based on different literature is \$125 million); visits to hospital outpatient departments, \$34 million; hospital admissions, \$755 million; and excess prescription medications, \$171 million.

Shah said he was surprised by the results. "I knew that unemployment had an impact on health but I didn't think it was of this magnitude."

The three researchers also exam-

ined the literature on the impact of unemployment on specific groups — women, men, youth and children. Children are most at risk, Shah suggested, and not only because they are deprived in material ways. "Children may be profoundly affected by the anxiety, anger, depression or physical illness that afflict their parents." One study reviewed by the

researchers said children are best protected by family cohesion, support and close relationships. "Preventing unemployment in the first place, however, would probably be even better," Shah and his cohorts noted.

If the study included the cost of unemployment on children and aboriginal peoples, the total would be much higher, Shah said.

UNIVERSITY ~ OF ~ TORONTO

THE BULLETIN

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Report Highlights Gender Inequities

BY SUZANNE SOTO

GENDER EQUITY IN SPORTS AT U of T will not be fully realized until the Department of Athletics & Recreation allocates the same amount of money to men's and women's competitive teams, a new report states.

Major renovations to the Athletic Centre should also be carried out to make it a safer and more welcoming place for women, and a pay equity review should be conducted to determine if female coaches are being paid fairly, the report of the Task Force on Gender Equity adds.

Completed in December the report was to be discussed at a special meeting of the department's council Jan. 24. However, the council, with 13 male and 7 female members in attendance, spent most of the time analyzing the definition of gender equity on which the report is based. The report itself will be discussed at the next council meeting Jan. 31.

The report's definition of gender equity in sport includes 10 principles of fairness. The first states there is "historical and ongoing unfairness that exists towards women and women's activities in athletics and recreation" and says this should be acknowledged by the department. Another calls for improved access for women to facilities, equipment, services, personnel, funding and salaries; and a subsequent one says

men and women should pay equitably for participation in activities.

Several council members were troubled by some of the principles. Andrew Munroe, an undergraduate member, said there was a "tone of male bashing" in the first point dealing with ongoing inequities. Bill Franklin, who represents alumni, questioned the significance of acknowledging a history of inequality when "it brings up bad feelings on both sides." Pawan Gupta, a graduate student, said he was concerned about putting a greater emphasis on women's sports and services and suggested encouraging the activities of both men and women.

However, other members of the council and the group that prepared the report defended the principles. Task force members Kristine Drakich, a staff representative, and Professor Bruce Kidd, director of the School of Physical & Health Education, said acknowledging unfairness is crucial to effect change. Peter Baxter, director of athletics at Erindale College, added that understanding imbalances and implementing changes will benefit both sexes; the matter should not be turned "into a male versus female issue or us versus them."

In the end the council agreed to amend some portions of the definition. These changes will be considered at tonight's meeting.

Minister Endorses University Autonomy

BY KARINA DAHLIN

EACH UNIVERSITY IN ONTARIO should determine how it wishes its performance to be measured, says David Cooke, minister of education and training.

In his response to the report of the task force on university accountability, Cooke says he supports the idea that the governing body of each university select its own "management indicators." This would help institutions measure outcomes in areas covered by their mission statements, Cooke said.

The task force, headed by William Broadhurst, submitted its report to the minister last June and made 47 recommendations. The minister comments on 39 and reserves comment on eight. These eight propose that an accountability review committee be established to monitor and report on the effectiveness of the universities' "accountability frameworks." Universities would be required to submit a biannual accountability report to the committee.

Cooke said he could not respond to the eight recommendations because they require further discussion.

President Robert Prichard said the minister is wise to wait. "I believe the minister is reluctant to see a profusion of new monitoring bodies and their consequent expenses at the very

time when the university system has to reduce costs and increase effectiveness. If universities do their jobs well with the mandate given by the minister in response to the Broadhurst report, there should not be much need for an additional monitoring body."

Generally, Prichard said, he is encouraged by the minister's response to the task force report. Universities had emphasized to the minister the need for the government to respect their individual objectives and recommended that their governing bodies play a central role in public accountability. The minister endorsed this position, Prichard said.

The majority of recommendations apply to senior administration and governing councils. For example, Broadhurst proposed that each institution review its policy with respect to closed meetings. The minister commented that many "internal stakeholders" believe they do not have access to important information. U of T's Budget Committee, which normally meets *in camera*, will hold four open meetings this spring. This does not mean policy has changed; it's an experiment, said Jack Dimond, secretary of Governing Council.

Prichard and Dimond will report to Executive Committee of Governing Council March 7 on actions taken with respect to board composition, membership and selection.

Digging Deep



Laurie Lassaline, a member of the Varsity Blues women's volleyball team and a 1992-93 all-star in the Ontario Women's Interuniversity Athletics Association, retrieves the ball during the U of T Invitational Tournament at the Athletic Centre earlier this month. League playoffs start Feb. 20 at the University of Waterloo.

ANDRÉ SOUROJON

Progress Made in Employment Equity

U OF T HAS A "LONG WAY TO GO" to meet its employment equity goals but progress has been made on the academic front, says Professor Michael Finlayson, vice-president (human resources).

The 1992-93 report of the office of the employment equity coordinator shows the University has significantly increased its intake of women, members of visible minorities and persons with a disability when compared with their 1992-93 faculty complement, Finlayson said in an interview.

In 1992-1993, women made up 17.9 percent of faculty in the tenure and tenure-stream, visible minorities 6.7 percent, and persons with a disability 4.5 percent. However, of all new hires, 32.4 percent were women, 18.8 percent were members of a visible minority and about six percent were persons with a disability. "The overall figures are encouraging," Finlayson said.

The report, prepared by employment equity coordinator Mary Lynne McIntosh, was presented to Business Board Jan. 17 and will go to Academic Board Feb. 10. Finlayson told Business Board that although the University has done well in some areas of employment equity, there

are other areas that still need work, as the report indicates.

While aboriginal peoples represent only 0.13 percent of all faculty at U of T — and 0.36 of all employees — the University hired no aboriginal faculty last year.

In terms of administrative staff positions, the report says there has been no significant change since April 1991 in the numbers of those hired who belong to the four designated groups targeted under employment equity legislation — women, aboriginal peoples, visible minorities and persons with a disability. "The largest positive change is the increase of 1.77 percent in members of visible minorities in the non-unionized administrative staff. The other changes are all sufficiently small as to be virtually negligible."

In some categories a disproportionate number of those in the targeted groups left the University, the report adds. For example, 9.5 percent of all faculty — including tutors and instructors on contract — are visible minorities but this group made up 21.2 percent of faculty who resigned, were discharged or did not have their contracts renewed. Women, who represent 23.8 percent of faculty,

accounted for 35.1 percent of all faculty who left U of T. In an interview, McIntosh said these figures "may be reflective of the climate at the University" and therefore should be examined more closely.

She emphasized, however, that employment equity is "much more than just numbers" as it encompasses equity training, education and working to change the workplace's climate and environment.

The 1992 report of the Working Group on Employment Equity for Academic Staff & Librarians said that between eight and 56 percent of all future faculty hires should be women. Visible minorities should fill 30 percent of all new faculty vacancies while the University should make "all reasonable efforts" to recruit more faculty who are aboriginal or have a disability.

For administrative staff, the Finlayson employment equity working group recommended, among other things, that the percentage of female upper level managers be increased to 42 percent from 20 percent over the next five years. It also called for the hiring of 62 persons with a disability to fill various staff positions.

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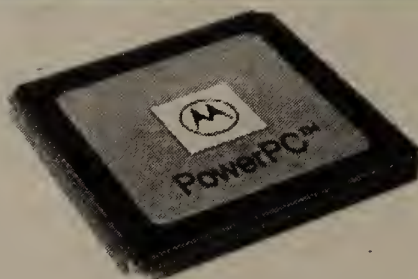
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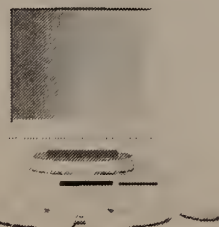
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Gearing Up for World Trade

BY KARINA DAHLIN

IT HAS BEEN SAID BEFORE AND IT was said again at the trades policy conference organized by the Centre for International Studies (CIS) on Jan. 13: China is where the action will be.

The conference attracted about 150 academics, business executives, foreign consuls and high-ranking government officials — almost as many as the auditorium at the Koffler Institute for Pharmacy Management could hold.

They came to hear how the pundits would answer the question, Where is trade policy going? Roy MacLaren, federal minister of foreign affairs and international trade, was billed as a panelist but was called away to negotiations on the North American Free Trade Agreement (NAFTA) in Mexico. Germain Denis, assistant deputy minister, spoke instead. He joined Sylvia Ostry, chair of the international studies centre, and Rudiger Dornbusch, a professor of economics at the Massachusetts Institute of Technology. Professor Bill Graham of the Faculty of Law, MP for Rosedale, and Edward Neufeld, executive vice-president of the Royal Bank of Canada, were moderators.

Ostry said that after the General Agreement on Tariffs & Trade (GATT) and NAFTA negotiations

concluded last year, it is reasonable to assume that such talks are over. "I don't think it's possible to have any more rounds. And we don't need to. It's been argued that the north-south divide has fairly well disappeared; that the most radically growing countries are the developing countries and that east Asia is more open and liberal — they are not blocking trade or investment, indeed, they are competing for investment."

Instead, Ostry predicted, there will be regional trade talks between the US and places such as Chile, Europe and the Pacific nations. The danger is that the regional blocks may become protectionist blocks.

Ostry anticipates a wave of US unilateralism, with the States attempting to change the trade or domestic policies of other countries without engaging in formal dispute resolution. It might do so by closing its markets to foreign importers.

During the last round of GATT talks in Uruguay, participants agreed to join together in a world trade organization (WTO) — an institution proposed originally after the Second World War when the International Monetary Fund and the World Bank were created. Ostry said she recently made a number of phone calls to determine what the organization can do to "de-fang US unilateralism" and found that opinions are divided.

While European and Canadian

lawyers are confident the organization will be effective, US lawyers are not. They believe that as a member of WTO the US may retaliate against other nations if it does not approve of certain matters not covered by GATT — policies on labour and the environment, for example. Whether the world trade organization is indeed effective will be answered when the US introduces its implementing legislation. "We had better be careful," Ostry cautioned.

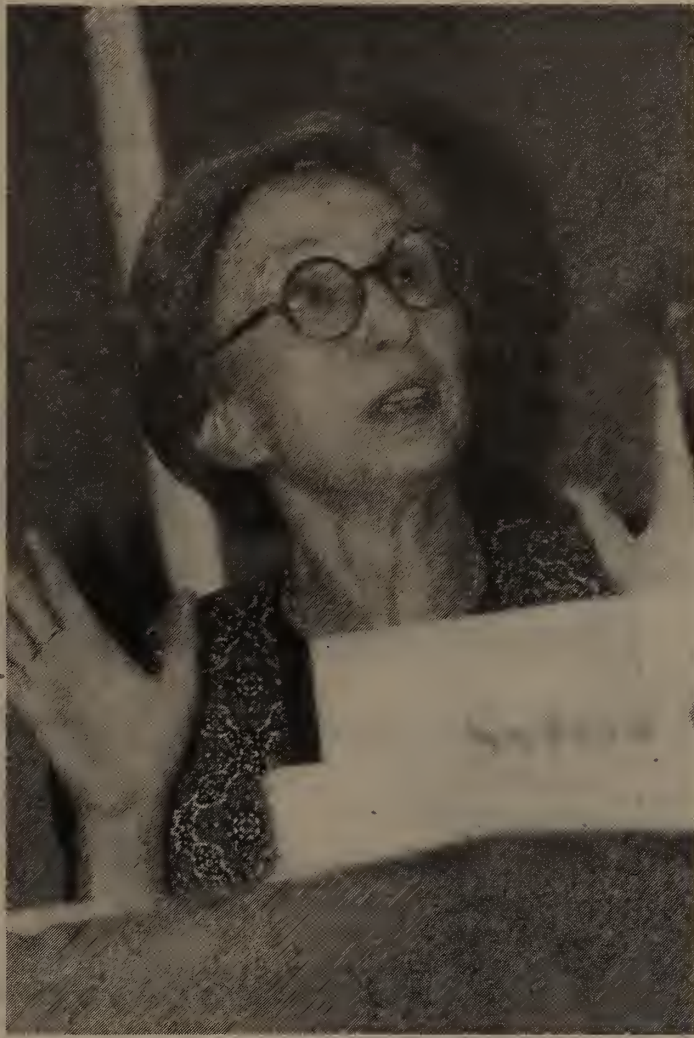
Denis was more optimistic. He said that WTO members must abide by new multilateral rules and dispute settlement procedures. Under the new international trading system there will be less risk of the world fragmenting into inward-looking, rival trade blocks, he said. "For a country like Canada, with trade so essential to the future of its economy, [this] means that access to worldwide markets for agriculture, natural resources, high technology and services will be substantially improved and more secure."

Dornbusch told the audience that the latest GATT agreement is

viewed in the US as a deal where "suspicious trade concessions" were made. "GATT is not memorable," he said. "It's almost like NAFTA — nice to have but not worth much." The perception that free trade is a good thing under any circumstances is disappearing, he said. GATT prevented a major setback in financial markets "but I very much doubt it will make us rich." As for the Canadian optimism about a new and better trading climate, that is not an issue in the US, he added.

The main area for future trade development is China, Dornbusch said. The Chinese government's record on human rights shows no progress and that is a dilemma as China places an increasing number of large orders with US industry. The solution, he suggested, is simply to keep trading. "Maybe the more we trade with China the more we can influence their human rights policies."

The big question for the future is how to bring the "tidal wave" of three billion people into a free trade system with the rest of the world, Dornbusch said.



Sylvia Ostry: watch out for US unilateralism

Trading Thoughts

TRADE POLICY AFFECTS EVERYONE but the issue interests people for different reasons.

Professor Ron Venter, vice-dean of the Faculty of Applied Science & Engineering, was one of the participants at the conference held by the Centre for International Studies (CIS) on Jan. 13. He had hoped to hear Roy MacLaren, minister of international trade; and though he did not learn what the new government plans to do in the area of trade, he did gain some perspective on free trade. What struck him, he said, was the attention the three panel members paid to China, a country he is focusing on as well. "The faculty of engineering should be very conscious about international trade," Venter said. "I believe China is a tremendously important market for interaction on research and teaching."

A number of people at U of T are already engaged in work with China. Professor Peter Russell of the Department of Political Science is involved in a project that links Canadian and Chinese scholars in an exploration of Canadian-style democracy. He agreed with panelist Rudiger Dornbusch of the Massachusetts Institute of Technology that it is best to keep trading with a country, even if its record on human rights is abysmal.

The issue was debated by a group of people after the conference, Russell said. "We were discussing where it has worked to cut off trade. Some people point to South Africa as a place where economic sanctions have advanced the cause of human rights. But the jury is still very much out on that; the debate about the best way of dealing with a recalcitrant member of the international community continues."

Bryan Davies, vice-president (business affairs), went to the conference because of his interest in trade policy (before joining the University he was deputy treasurer of Ontario and assistant deputy minister of economic policy). While he heard nothing at the conference that has immediate application to his current portfolio, Davies said the discussion may be indirectly useful because a certain proportion of the University's pension funds and endowed funds are

JEWEL RANDOLPH

Campuses Link Up

U OF T HAS RETAINED ROGERS Network Services to link all three campuses using a new and highly efficient fibre optics network developed by the company.

To be installed by the fall, the network will provide the St. George, Erindale and Scarborough campus-

es with better, faster and broader computing and communications functions and capabilities, said David Sadleir, vice-president (computing and communications). It will also give faculty, staff and students improved access to all University libraries, videoconferencing services, international seminars and a wider range of multimedia source material.

"Each of the three campuses will enjoy a new level of support for academic programs," he said. "We're very excited about these improvements."

Part of the University's backbone network, the new link will increase U of T's bandwidth capacity. Sadleir said that while the University will initially use only a fraction of the link's ultimate information transmission capacity, it will still be possible to transmit a 100-page book from one campus to another in one-sixth of a second.

Funds for the new system, he added, are coming from money allocated to his portfolio in the 1993-94 budget. The report set aside \$2.2 million to pay for the first stages of an overhaul of the University's computing and communications network. "We have negotiated a particularly attractive arrangement for U of T with the vendor," Sadleir noted.

Rogers Network Services is a division of Rogers Cablesystems, Canada's largest cable television service provider with 14 cable systems serving more than 1.85 million customers. Sadleir said the University contacted various companies before choosing Rogers to carry out the work.

Funds Buy UTS Time

AFTER MONTHS OF NEGOTIATIONS, the Ontario government has agreed to give University of Toronto Schools (UTS) \$900,000 over three years to help it cope with a provincial grant cut.

Professor Michael Fullan, dean of the Faculty of Education which oversees the operation of the school for gifted students, said the Ministry of Education & Training informed U of T officials in late January that interim funding will be supplied. UTS will receive \$350,000 in each of the next two academic years and \$200,000 in 1996-97. The money, Fullan said, will buy the school time to formulate a plan to raise the \$1.3 million the province is set to withdraw from the UTS budget starting this fall.

"They've said they don't want to see UTS closed down but they also don't want to have to pay for it," he said. "This will give us more time to solve the problem."

The \$1.3 million grant accounts for 44 percent of the school's total operating revenues; the remainder comes from tuition fees.

Building Repairs Receive Boost

U OF T WILL RECEIVE \$7.4 MILLION to improve its buildings under a new federal-provincial government infrastructure program, President Robert Prichard announced at the Jan. 27 meeting of Governing Council.

The University will kick in another \$3.7 million, bringing the amount that will be available for repairs to just over \$11 million, Prichard said. The money will be used to pay for several projects and is in addition to the nearly \$4 million U of T receives each year from the province for capital projects.

Dan Lang, assistant vice president (planning), said in an interview that

under the program, the two levels of government will give Ontario universities, colleges and school boards money if the recipients agree to top up the funding by one-third. In U of T's case, this works out to \$3.7 million.

The University's contribution, Lang added, will come from a proposed \$18 million infrastructure investment fund included in the long-range budget guidelines; the fund already contains \$4 million. Last fall the office of the vice-president of business affairs compiled a list of the University's deferred maintenance and repairs projects. The list con-

tains more than 1,300 projects that would cost nearly \$100 million to complete. They include replacing the roof at McLennan Physical Laboratories, fixing the plumbing in Simcoe Hall's washrooms, adding new carpeting to Scarborough College's library and repairing walkways at Erindale.

Lang said the new money can be applied to any project that will improve the structure of buildings. It is not intended to pay for new buildings or equipment such as computers. The University has until September to give the government a specific list of the repairs it plans to conduct.



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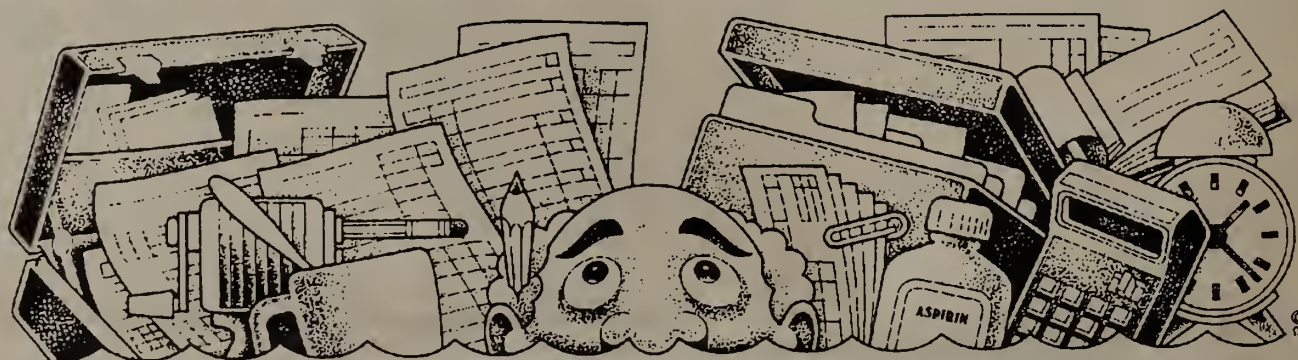
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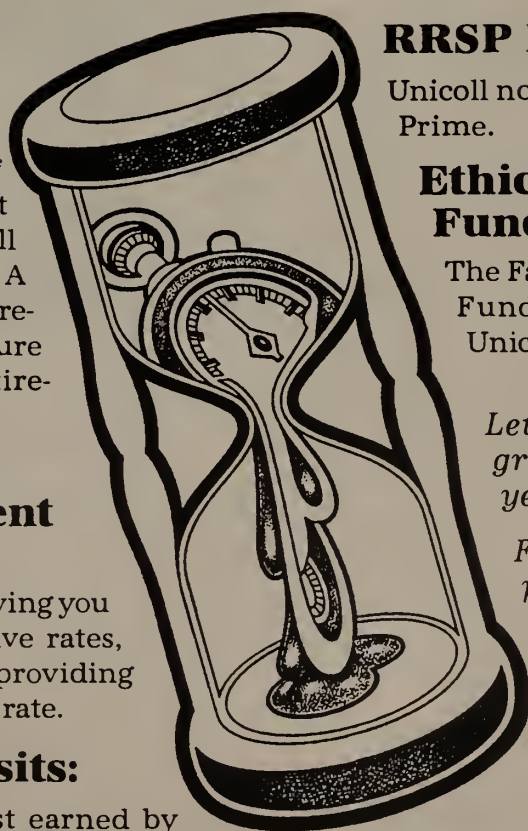
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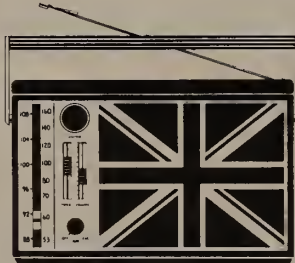
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Provost Adel Sedra looks somewhat rueful while contemplating his results.

For Better Health, Press Space Bar

BY JANE STIRLING

IT'S BEEN ONE OF THOSE MONTHS — the kids have cabin fever, your in-laws arrived, heavy suitcases in hand, and your car died in the middle of a snowstorm. Stressed out doesn't even begin to describe it. Sleep, eating habits and exercise have all suffered. Don't even ask about sex.

Need help? The Healthy Lifestyle Network can start you on the road back to normal.

The network offers staff, faculty and students a chance to identify the strengths and risks of their lifestyle and points them in the direction of help if needed. In a computerized assessment — free and confidential — people respond to questions about nutrition, caffeine, alcohol and cigarette use, physical activity and social relationships.

The assessment provides graphic feedback and generates a printed report. It also supplies a list of sources for further assistance such as the Counselling & Learning Skills Service, the Department of Athletics & Recreation, the Health Service and the Department of Family & Community Medicine.

At the network's official opening Jan. 26 at the Athletic Centre, Dr. Doug Richards of the athletics department said the initiative promotes an awareness of healthy living. "We know health is not something you

get out of a bottle or by visiting a health care professional. It's eating well, exercising, balancing family and work, not abusing alcohol or drugs and many other things." The lifestyle assessment, he noted, is one way people can gain a better understanding of health.

Professor Harvey Skinner, chair of the Department of Behavioural Sciences, who developed the program, noted this is the first network of its kind at a Canadian university linking such a wide variety of health services and departments. Provost Adel Sedra added that the program demonstrates the benefits to the University of cooperation among the different units.

Sedra, who was a "guinea pig" during a network demonstration, joked that he was apprehensive at first and wondered "what happens if you fail?" On a serious note he said the University should encourage students to focus not only on academic studies but also on new ways of looking at their world and their lifestyles.

For the next two weeks members of the University can test the program at two computer terminals in the lobby of the Athletic Centre. Afterwards they can go to the centre's fitness lab, the Koffler centre's Health Service and the microcomputer lab in the Medical Sciences Building (restricted to Faculty of Medicine students).

Bad Manners Are outside Policy

BY KARINA DAHLIN

THERE ARE MANY RUDE PEOPLE at the University but their bad manners cannot be curtailed by strict rules and a formal judicial process, says Professor Peter Russell of the Department of Political Science.

Russell was chair of the Special Committee to Consider Policy with Respect to Physical & Verbal Harassment that completed its work last year. The committee was established by University Affairs Board and Academic Board last January after members of Academic Board found problems with a proposed definition of harassment dealing with offensive behaviour other than sexual harassment.

The committee "heard a lot about rude people, mostly students being rude to administrators and faculty being rude to support staff such as librarians and secretaries," Russell said in an interview. "Just like many other consumers of services, university students and faculty are often impatient and short-tempered. But to try and cure that by a new set of tribunals did not strike us as the right way to go."

The committee also heard about cases of sexual harassment but found little evidence of other discrimination such as racial harassment, Russell said.

The Russell committee's report with its draft statement on physical and verbal harassment was the subject of a special meeting of University Affairs Board Jan. 11. Members agreed that the development of a statement is moving in the right direction; they will discuss the draft again at the regular meeting of the board Feb. 8. The document then goes to Academic Board, Governing Council and eventually the Ministry of Education & Training.

Last fall the ministry asked all universities in Ontario to complete a review by March 1 of their harassment and discrimination policies using the government's "zero-tolerance" policy framework as a guide. U of T will not meet the deadline because the Russell report will reach Council no sooner than March 24.

The central goal of each university policy should be zero tolerance, says the ministry — "that is, harass-

ment and discrimination as defined by the policy will not be tolerated by any university in its employment, educational or business dealings."

Russell and his committee completed their work before the ministry guidelines were issued. However, it is unlikely their report would have been different even if the ministry had made its recommendations earlier. The recommendations are inappropriate for a university setting, Russell said, because they advocate a "very formal judiciary machinery." In his view this could lead to an oppressive environment that puts everyone on guard.

The ministry guidelines could also advance the cause of people who want to suppress speech, said Russell. In gathering information on the kinds of harassment that occur on campus, his committee heard from a number of people who wanted to stop professors from teaching "unsavoury" subjects. "To start policing the classrooms or the book lists of professors would be anathema to almost all the faculty and much of the student body," Russell said. "And that's what you might encounter if you have very general definitions. They might lead to a complaint such

as 'this professor has a book on his reading list and some student finds it racially discriminating.'"

U of T's sexual harassment policy includes a more formal complaints procedure than the verbal and physical harassment policy proposed by the Russell report. "The sexual harassment policy at U of T seems to have performed a useful function," Russell said. "But the idea of extending it to a broad and ill-defined area was not one that could gain a consensus on our committee."

Paddy Stamp, convenor of U of T's Equity Issues Advisory Group, has said that to bring the Russell report's proposals in line with ministry guidelines, a centralized data collection would be needed to keep track of the nature and number of complaints. She also said the University should modify some disciplinary procedures proposed by Russell to allow for the complainant to be actively involved in pursuing complaints and determining settlements.

Otherwise, Russell said, the University should assure policy-makers at Queen's Park that U of T will achieve much of what the ministry wants but through methods that are appropriate for the University.

IN MEMORIAM

Conacher Was UTFA President, Chair of History Department

PROFESSOR EMERITUS JAMES Conacher of the Department of History died Oct. 3 at the age of 77.

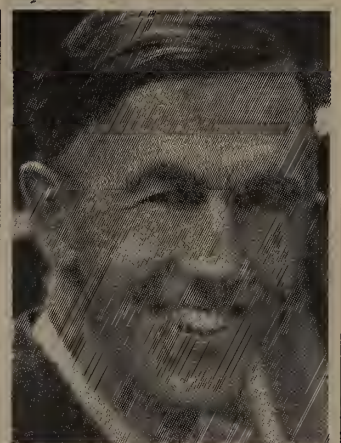
Conacher was one of Canada's most distinguished historians as well as a former president of the U of T Faculty Association (UTFA), founding member of the Canadian Association of University Teachers and U of T administrator.

Born in Kingston, he earned BA and MA degrees in history from Queen's University; he attended Harvard University in 1939 to pursue a PhD in 19th-century British history. His studies, however, were interrupted by the Second World War. Conacher enlisted in the Canadian Army Signals Corps and served as a lieutenant and later a captain.

He left the army in 1946 and joined U of T. He also resumed work on his doctoral thesis which he completed in 1949. Administratively Conacher played an active role at the University. In the 1960s he was a key player in shaping what came to be known as the Haist rules for University appointments. He was also involved with UTFA for over 40 years, serving as president in 1971-72.

Between 1972 and 1977 Conacher chaired the history department. A deep concern for the preservation of academic freedom led him to become a founding member of the national university teachers' association.

Conacher was a prolific researcher and accomplished editor. In 1951-52 he edited and intro-



duced two volumes of the Champlain Society Series and was general editor of the series until 1962. From 1949 to 1956 he was joint editor with University Professor Emeritus Maurice Careless and the late Professor Gerald Craig of the *Canadian Historical Review*. In 1968 his book *The Aberdeen Coalition, 1852-1955* was published. This magisterial volume placed him amongst the foremost historians of 19th-century Britain.

His subsequent publications included *The Emergence of Parliamentary Democracy* in 1970, *The Peelites and the Party System* in 1972 and *From Waterloo to the Common Market*, Vol. V of the *Borzo History of England* in 1975. Major collective reviews of monographs, papers for the Anglo-American Historical Conference and the Mid-West Conference on British Studies led to a visiting professorship at Notre Dame University in 1965-66 and other gestures of recognition.

Check Deductions, Advises Ombudsperson

STAFF MEMBERS, WHO DO NOT read their annual benefits report from the Human Resources Department, may inadvertently be short-changing themselves, says University ombudsperson Liz Hoffman.

Hoffman presented her 1992-93 report to Governing Council on Jan. 27. (The report and administrative response is included as a supplement in this issue of *The Bulletin*). She noted that people who do not inform human resources about their changed personal circumstances (such as marriage or divorce) may miss out on entitlements or remain registered in benefit plans that no longer apply to them.

"We encountered a case this year of an employee who had been paying for family coverage for years when the

much less expensive single coverage was all that was required," Hoffman said in her report. "The employee was able to reclaim only some of the money that had been paid out in error."

Hoffman's office handled 828 cases from July 1, 1992, to June 30, 1993, an increase from 810 the previous year. More than half involved undergraduate students. Academic staff brought 56 cases to Hoffman's attention — up from 40 in 1991-92 — while administrative staff filed 99 complaints, down from 105.

At the Council meeting, administrative staff representative Peggy Haist raised the issue of investigative practices. Hoffman, in her report, says she continues to hear about "poor investigative practices and

questionable decisions" by academic and administrative staff members who receive and resolve complaints. To address the problem the administration said earlier it might provide a short course in investigative practices but, said Hoffman, no action has been undertaken.

"This is a serious problem at the University. The quality of many investigations is not adequate and there are no standards to guide practice. I believe the situation will deteriorate further as the reductions in staff take their toll and fewer staff members are available to respond to complaints."

Professor Michael Finlayson, vice-president (human resources), said Hoffman's proposal to provide training is a constructive idea that the administration is considering.

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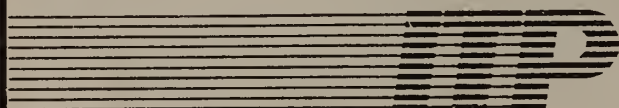
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UNIVERSITY OF SIENA UNIVERSITY OF TORONTO EXCHANGE PROFESSORSHIP 1994 - 95

Applications are invited from tenure-stream members of the academic staff of the University of Toronto for the 1994-95 University of Siena-University of Toronto Exchange Professorship.

The award is tenable for one academic term (four months) at the University of Siena, Italy with a stipend of 3,000,000 Italian Lire net per month (approximately \$3,000.00 CDN). Accommodation and return airfare are provided by the University of Siena.

While the academic discipline is not restricted, some fluency in Italian is desirable. Teaching and research responsibilities will be determined in consultation with the University of Siena.

Applicants should send a CV and an outline, not exceeding 1,000 words, of their proposed program of research to:

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119 St. George Street
University of Toronto

A selection committee chaired by Vice-Provost Tuohy will review the applications.

Deadline for applications is March 11, 1994.



INTERNET MUST BE POLICED

In response to Stefan Mochnecki's interesting article, I would like to make a number of points (Policing Anarchy, Jan. 10).

Firstly, there is currently a lively discussion taking place on Internet and in such learned journals as *The Information Society* about pornography, censorship, free speech and the so-called "clipper chip" for data encryption.

Secondly, in my own experience, unmoderated Internet groups are of little value. There is so much noise and "flaming" that 99 percent of the messages are garbage and a waste of time to read. That, of course, is not a reason for censoring them — it's just an observation that for a worthwhile discussion you need a moderated group.



Thirdly, we cannot escape the need to exercise censorship in most situations, no matter how difficult it is to determine where the line should be drawn. It is the law of this province, for example, that child pornography is a criminal offence and we know that in the United States (despite citizens' constitutional right to free speech) you are not allowed to cry fire in a theatre if there is no fire. There are also libel laws to consider.

Finally, I think that Mochnecki is trying to avoid responsibility by saying that as a system administrator all he does is put on the air what comes to him — i.e., that the carrier can be separated from the content. While historically that distinction has been argued, telecommunications cases in the United States demonstrate that the distinction is not sustainable. The legal position in Canada is not as clear but the ambiguity is captured very nicely by Marshall McLuhan's aphorism, the "Medium is the Message." In other words how you present the message influences the content. You simply cannot absolve yourself from the responsibility for the content by saying, "I'm only the carrier."

All of this suggests that eventually there has to be some kind of policing policy for Internet. It is hard to know *a priori* what that policy should be but we can't escape the responsibility of trying to arrive at one. Leaving it up to the individual conscience of someone

who may live anywhere in the world isn't good enough.

CALVIN GOTLIEB
DEPARTMENT OF COMPUTER
SCIENCE

WHAT IS PURPOSE OF NEW CENTRE?

An article in *The Bulletin* says that the planned central and east European resource centre will be "a nucleus for research, teaching and public information" and quotes Professor Robert Johnson as saying that the centre will "strengthen this university's standing internationally" and "be a magnet for scholars" (Foundation Funds Resource Centre, Jan. 10). The University's teaching in this field is currently centred in various academic departments and Robarts Library already contains a comprehensive selection of research materials, so one wonders whether this new centre is intended to replace, displace or duplicate existing resources. Since this grandiose scheme is to be financed with a declared capital of only \$250,000, one also wonders how much of the University's scarce and dwindling resources will be diverted to a new project which would appear to be merely a counter-productive and superfluous piece of public relations window dressing.

DAVID HUNTLEY
DEPARTMENT OF SLAVIC
LANGUAGES & LITERATURES

KNOWLEDGE OF HUMAN BEHAVIOUR IS MISSING

I read with disbelief the flawed analysis of discrimination in hiring presented by Paul Muter (One way to show discrimination, Jan. 10). Muter makes the outrageous and simplistic claim that "given certain assumptions, discrimination has occurred *if and only if* the post-hiring performance of one group has a higher mean and lower variation than the rest." [Emphasis mine.] The argument goes as follows: if some group of individuals has been discriminated against, then more stringent criteria have been applied in their hiring; thus, the individuals from that group that *are* hired must be better qualified (on average) than those not from that group and will exhibit better performance on the job. Muter goes on to claim specifically that "if performance means and variation of men and women hired in a certain period are the same, then there was probably no discrimination [against women] in hiring in that period."

This alleged method of demonstrating absence of discrimination in hiring based on post-hiring performance reveals a profound lack of understanding of the phenomenon of discrimination. Does Muter naively imagine that dis-

crimination magically ends when a job is landed? Discrimination in hiring does not occur in a vacuum. The same biased attitudes and behaviour that lead to discriminatory evaluation of job candidates carry over into almost every method of evaluation of people on the job. Even the "meaningful measures" of academic job performance that Muter proposes, such as number of publications and number of graduate students, are adversely affected by the very same negative attitudes towards certain groups of individuals that led to discrimination against them in hiring.

The assumption that a lack of difference in performance on the job is proof of a lack of discrimination in hiring is not only naive but harmful: it justifies turning a blind eye to the systemic discrimination that affects a number of disadvan-

tagged groups not only in their job search but in their prior schooling and later careers. We should put our energies into exploring the complex causes and manifestations of discrimination rather than postulating simplistic metrics that ignore the widespread effects of this sociological phenomenon. In the future psychologists such as Muter would do well to inject a little knowledge of human behaviour into their simplistic statistical analyses of the same.

SUZANNE STEVENSON
DEPARTMENT OF COMPUTER
SCIENCE

THE NEW SCIENTIST

Professor William Thompson asks what the Council of Ontario Universities thinks scientists should be looking at rather than at

beakers (A dress code for researchers, Jan. 10). By happy coincidence the answer can be found at the beginning of Professor Stefan Mochnecki's article (Policing Anarchy) on the back page of the same issue of *The Bulletin*: most of the time scientists should be looking at the screens of their computer terminals. The reason is simple: beakers are relatively cheap and governments (like some administrators) judge scientists by the amount of money they conspicuously spend. By Mochnecki's account, the scientists at their work stations are exchanging existing information, rather than generating new knowledge. Governments understand that, too.

FRANCIS SPARSHOTT
UNIVERSITY PROFESSOR EMERITUS
DEPARTMENT OF PHILOSOPHY

ON THE OTHER HAND

B Y N I C H O L A S P A S H L E Y

ONE COLD SHOULDER TOO MANY

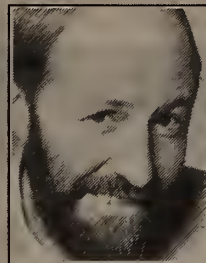
THIS IS NOT THE PIECE I INTENDED to write. The column I had in mind was an in-depth study of this university's recently established partnership with the University of the West Indies. In fact, if I'd had my way, this column would not be here at all, just a small note indicating that Nicholas Pashley is on assignment. My series of Caribbean columns might realistically begin appearing late next month, after an awful lot of first-hand research.

But oh no. My editor, a person of otherwise impeccable judgement and great personal charm, insists that the budget will not permit it. Aren't you sick of all this budget stuff? Am I the only one left who's still trying to spend his way out of this recession?

These thoughts were much on my mind one morning recently as I cleared yet another load of snow from my sidewalk. To be more specific, my thoughts ran to our national rodent, the beaver (*Castor canadensis*). Was it not November when we heard that the beavers of Canada had forecast a mild winter? They hadn't issued a press release or anything like that, you understand. No, some "expert" had gone around measuring the amount of mud beavers had been using to insulate their lodges, concluding that the dentally enhanced little pups were not anticipating much of a threat from old Jack Frost.

Well, either the "expert" got it wrong or there are some very chilly beavers out there. Frankly I'm not sure who's to blame. Are we to trust some guy whose job entails crawling about beavers' lodges with a tape measure? And the beaver itself? Surely the ability to chop down trees with one's teeth — although admirable enough in itself — does not necessarily qualify one for a career in meteorology.

In any case soon afterwards I found myself trudging across our snowy campus. As I watched shadowy figures in parkas and galoshes scrambling over snowdrifts, my thoughts turned to sex. Well, not sex as much as sexual harassment, political correctness and the mathematician from the University of New Brunswick. Now, if you've spent the last three months studying conditions at the University of the West Indies, you may be unaware of the UNB assistant professor who got into



trouble for writing an article in which he said — if I've got this right — that young women who go to a young man's room are no-good hussies who deserve what's coming to them because young men have certain inalienable urges. Well, it was something like that, as I recall.

That got me thinking about how things have changed. When I was a student here in the 60s I would have been amazed if a

young woman had come to my room. Partly because my room in those days was in Etobicoke, an area of southern Ontario not then recognized by the TTC in any meaningful way. By the time I'd got her home she'd have been cold sober. And probably just plain cold as well. Still, my mother would have given her a nice warm cup of cocoa before the last bus came, about 20 minutes later.

Not that I didn't have urges. I had urges, all right. Plenty of 'em. But in those days we chaps knew the meaning of the word no. Probably because we heard it so often. We also knew the meaning of the words "you must be joking."

Which brings me — at last — to the thought I had that frosty morning. All over North America politically correct universities are grappling with the concept of zero tolerance. Here in Toronto, this chilly January, we went a step or two further: we learned sub-zero tolerance.

And here, after a careful reading of the litter box at home, is my fearless long-term forecast. (I know the cats got it wrong last year but that turned out to be a temporary problem with Miss Mew.) Overcoats, hats and sturdy footwear will be helpful for the next month or two. Look for damp spells between late March and early May, with temperatures rising in June and July, occasionally to sultry levels which some will find uncomfortable. By the second half of August, days will grow shorter and September will see the arrival of fall-like conditions. Leaves will turn colour in October and may need raking in November. Watch for "experts" forecasting either a mild or bitter winter on the strength of some quirk in the animal kingdom. Regardless of these predictions, December will see some pretty nasty weather which will continue until spring. You're welcome.

THE JOY OF LARGE CLASSES AND OTHER CANARDS

Undergraduates carry the clout of a thumbtack, says disgruntled alumnae

BY AMBER LEE MALIK

IN HIS ARTICLE SACRED COWS AND CANARDS Professor Jean Smith of the Department of Political Science makes a number of claims that must be refuted (Forum, Dec. 13, 1993).

He says that large lectures are frequently "the most memorable" aspect of a student's university experience and I agree, but only because these classes are impersonal and consist of useless tutorials. Large lectures are romantic in theory, but not in practice. The reasons for this are simple.

Smith boasts the resplendence of free speech in academe. How is free speech, or any speech for that matter, possible in a class of 400? If anyone raises a question in such a setting, it is at the risk of delaying "important" material the instructor wants to cover. Ecologically, pedagogically and psychologically a large classroom is not conducive to discussion. For one thing, all students are facing one way, not each other. When I entered university I looked forward to intellectual thought and analysis expressed through discourse, not dictation. I believe I would have had a better attendance and academic record had I been in a more intimate class setting.

Of course Smith will say that the University simply cannot afford smaller classes. I agree. However, this would not be a problem if professors were not paid inflated salaries in excess of \$97,000. Smith's remedy is for the University to decrease the number of "high-priced" tenured staff and hire young, low-priced staff instead. Why not trim the salaries of the tenured staff and ensure they all retire at the age of 65?



Smith mentions U of T in the same breath as Harvard and Princeton. However, rarely do doctoral graduates of U of T attain professorships at these ivy league schools; rather, they end up at "the Brocks, Trents, Lakeheads and Laurentians of this world," as Smith calls them. Why are those institutions who recruit their faculty members from U of T's graduates — students

apparently bred by the best minds in the country — not eventually raised to the superior level of U of T?

It's a popular myth that U of T is a great Boxing Day bargain. If that is the case, why aren't there more students shopping here and why do I have a loan debt of \$16,000? Tuition is not students' only expense. Occasionally they have to pay rent, eat and even ride the subway.

Another canard in Smith's article is his view that the University loves academic freedom — loves to shake, move and disturb. I know many who disagree. As a student you are not easily permitted to express your own academic credence. If you are an undergraduate, you carry the clout of a thumbtack. You know very well that if you want that reference letter, you have little choice but to bow to your professor. The relationship is tenuous at best. Of course a little badinage between student and professor is healthy, but when it's time for graduate school applications and job references no one should pull the cat by the tail. Unfortunately for graduate students the situation is often worse. Many of my graduate student friends complain that professors have a tendency to not supervise their theses but rather manipulate and appropriate them for their own career advancements.

Students themselves pose a problem as well: throughout my university years I have watched them plagiarize their papers, collaborate on them and, if all else fails, buy their papers.

Amber Lee Malik is host of CIUT's weekly talk show Incense. She graduated last year with a BA in political science.

ABORIGINAL STUDIES WEEK

JANUARY 31 – FEBRUARY 4, 1994

PROGRAM

PRECURSORY EVENT: Wednesday January 26, 1994
4 pm Croft Chapter House, University College
sponsored by the Woodsworth College Pre-University Program
Panel Discussion: The Aboriginal Experience of Education: A Vision for the 90s

MONDAY 31	TUESDAY 1	WEDNESDAY 2	THURSDAY 3	FRIDAY 4
1:10 pm HELEN GARDINER PHELAN PLAYHOUSE, UNIVERSITY COLLEGE Opening Ceremony with Fred Kelly and The Eagle Heart Drummers; The Indigenous Vision for University Education by Fred Kelly; Panel Discussion with Aboriginal Students at University of Toronto	11:10 pm SIDNEY SMITH HALL 2108 lecture by Joe Couture Oral Tradition and the Sophisticated Mind 3:00 - 5:00 pm FIRST NATIONS HOUSE NORTH BORDEN BUILDING Open House hosted by Native Students Association	11:10 pm NORTHROP FRYE HALL 3 VICTORIA COLLEGE lecture by Danny Beaton Health and Medicine 1:10 pm SIDNEY SMITH HALL 2117 lecture by Henry Lickers Indigenous Science: Perspectives and Applications 8:00 pm HELEN GARDINER PHELAN PLAYHOUSE, UNIVERSITY COLLEGE Moonlodge A Performance by West Coast artist Margo Kane: for tickets phone 978-8099	1:10 pm HELEN GARDINER PHELAN PLAYHOUSE, UNIVERSITY COLLEGE Moonlodge A Performance by West Coast artist Margo Kane: for tickets phone 978-8099 3:10 pm CROFT CHAPTER HOUSE sponsored by University College: lecture by John Mohawk Native Issues in the University Curriculum 8:00 pm HELEN GARDINER PHELAN PLAYHOUSE, UNIVERSITY COLLEGE Thomson Highway reads from his new play Rose for tickets phone 978-8099	1:10 pm HELEN GARDINER PHELAN PLAYHOUSE, UNIVERSITY COLLEGE Panel Discussion: Native Studies at U of T: Appropriation or Understanding? Closing Ceremony with Yvonne Leaf and The Eagle Heart Drummers
5:10 pm UNIVERSITY COLLEGE 179 NFB film screening sponsored by University College Kanehsatake: 270 Years of Resistance	5:10 pm CONVOCAION HALL lecture by Ovide Mercredi Self-Government: A Reality for the 90s for tickets phone 978-8227			

For more information contact: (416) 978-3389

Supported by the Provostial Ethno-Cultural Academic Initiatives Fund, University of Toronto



REPORT OF THE UNIVERSITY OMBUDSPERSON TO THE GOVERNING COUNCIL

FOR THE PERIOD JULY 1, 1992 TO JUNE 30, 1993

REPORT OF THE UNIVERSITY OMBUDSPERSON TO THE GOVERNING COUNCIL

For the period July 1, 1992 to June 30, 1993

INTRODUCTION

This Annual Report covers the period from July 1, 1992 to June 30, 1993. The Report briefly summarizes the Office caseload for the year, describes the recently concluded University review of the Office, updates action taken on items discussed in previous Annual Reports and presents specific cases and issues from this year that warrant attention or comment.

It seems appropriate to point out, especially to people outside the University community who might read this Report, that the University of Toronto is one of only a few post-secondary educational institutions in Canada that have an Ombudsperson on campus. By employing such a person these universities have chosen not to ignore their errors and weaknesses but to face them straight on. The Office of the Ombudsperson at the University of Toronto is funded by the University, reports directly to the Governing Council and is beholden to no one group, constituency or vested interest. The Office is available to all University community members, and it impartially assesses complaints and grievances and criticizes policies and procedures when warranted. The Terms of Reference of the Office of the Ombudsperson (Appendix A) require that the Office "make an annual report to the University community through the Governing Council." This mandate shows a desire by the University to correct shortfalls in policies and procedures, even at the expense of an occasional airing of a somewhat embarrassing item in public. In recent years, the Administration has been directed to present to the Governing Council a formal response to the Annual Report of the Ombudsperson. All of this promotes an openness in dealing with difficulties and a collective responsibility for their resolution.

OFFICE OPERATIONS

Staff

The staff complement of the Office has remained at 3.0 full-time equivalents since 1985. Sherylin Biason has been the Office Secretary for the past two years while Laura Kerr has been the Assistant to the Ombudsperson since 1989.

Funding

As is the case with most Offices at the University, the Office of the Ombudsperson suffered a reduction in funding this year. The decrease amounted to one third of the non-salaried portion of the budget. Despite fewer resources, we are doing our best to provide the same standard of service to the university community as in past years.

The Office of the Ombudsperson received donations through the Faculty Staff Annual Appeal from two members of the university community. Although very unexpected, the gifts were most appreciated. They buoyed our finances and our spirits.

Annual caseload

The Office of the Ombudsperson handled 828 cases from July 1, 1992 to June 30, 1993. The distribution of the caseload across constituency groups of the University community is shown in Table 1. An analysis of the workload by action taken is presented in Table 2. The caseload continues to increase (Table 3). The twelve month total for 1992-1993 is the highest yearly total reported since the Office opened in 1976.

End-of-term review

Coinciding with the end of the Ombudsperson's term contract, and in accordance with standard University practice, the Office of the University Ombudsperson underwent a review of its mandate, operations and personnel this past year. The Review Committee was directed by the Governing Council "to review the terms of reference and operations of the University Ombudsperson and to recommend to the President, for his approval and submission to the Governing Council, a University Ombudsperson for a term beginning July 1, 1993." The Review Committee was comprised of members from all sectors of the university community and was chaired by Dr. Annamarie Castrilli, then Vice-Chair of the Governing Council.

The Review Committee noted the consistent annual increase

in the workload of the Office of the Ombudsperson. Given the inability of the University to increase resources to the Ombudsperson in a commensurate fashion, the Committee became concerned that this trend, if it continued unabated, could compromise the ability of the Office to manage cases in the future. Accordingly, the Review Committee recommended containing the caseload by restricting somewhat the groups that had access to the Office of the Ombudsperson. In addition, the Review Committee recommended that we improve our efficiency by no longer following up all routine enquiries for information or advice to determine if the presenting problem had been successfully resolved. We are currently adhering to this recommendation, but not without reservations. It is our experience from the past several years that members of the university community who come to the Office of the Ombudsperson with difficulties usually value very highly such follow-through. This approach has also provided us with the means to determine how well policies and procedures are operating. Although this proactive, "personal touch" is no longer a routine part of our service, the Office will follow any case to its conclusion when specifically requested to do so, as outlined in the Review Committee's Report.

The Review Committee reiterated that the Ombudsperson should continue to encourage complainants to follow existing procedures and to bypass them only in unusual cases where the relevant academic or administrative unit fails to provide an appropriate or timely response. This is consistent with the Terms of Reference of the Office and with general practice since the Office was established. From time to time, interested parties question our judgement in this area and complain we are either too eager or too hesitant to intervene to co-opt or accelerate existing procedures. However, we believe that our extensive experience in resolving issues within the University gives us a unique perspective, unavailable to most others, into what constitutes an appropriate or timely response through established procedures, and we are heavily influenced by this insight when deciding whether or not to intervene.

The Review Committee considered whether "there should be an upper limit on the number of years an individual Ombudsperson should serve" and recommended that the University Ombudsperson be restricted to serving a maximum of three terms.

The Review Committee recommended that I be reappointed as the University Ombudsperson for a further five year term beginning July 1, 1993. This will be my final term as I have already served two previous terms.

PAST AND CURRENT RECOMMENDATIONS

Receipt of the Annual Report by the Governing Council and the response by the Administration

The Annual Report last year was submitted to the November meeting of the Executive Committee of the Governing Council. The Report raised over thirty issues of concern and, in many instances, recommended action and change. At this meeting, President Prichard undertook to report in April 1993 "the actions taken by the Administration in response to the recommendations made by the Ombudsperson." The Provost, the Vice-President (Business Affairs) and the Assistant Vice-President (Student Affairs) each presented their responses to the appropriate Board of the Governing Council and the President presented the collective responses at the April 23rd meeting of the Governing Council.

A number of the issues in last year's Report were identified by the members of the University Administration as high priorities in their responses. I was disappointed, when it came time to write this year's Report, to find how little had actually been achieved with respect to some of these issues. The cases described in this year's Report continue to emphasize the need to implement the recommendations made previously. I hope that the University will take a more focussed approach in dealing with the recommendations in this Annual Report.

1. Grading practices pertaining to clinical training and field courses

We continue to be aware of instances where instructors on field trips or in clinics fail to provide mid-way performance

measures to their students. This contravenes the Grading Practices Policy which explicitly requires that such evaluations be carried out. Last year, the Provost reminded divisions of their responsibility to ensure compliance in this matter. Perhaps a reminder this year is in order as well.

2. Field camps

Last year we met with an undergraduate student who had two problems that arose from his enrolment in a two-week field camp course given in May 1992. First, he was told to register for this course in September of 1992, after he had actually completed the course. Because of this practice, he was to be denied the use of the excellent grade he had earned at the field camp course until the end of the fall term. This prevented his qualifying for full-time status in September. I discussed with the Faculty this practice of registering after-the-fact, and this is no longer permitted. The second problem occurred because the field camp with its intensive activities was scheduled during the period of the student's final examinations. He contended that this adversely affected his grade on a final examination in another course that he had to write at the field camp. The student petitioned and his petition was granted. Courses, both on or off campus, should not be scheduled during the final examination period.

3. Non-academic discipline code

In June 1992, the Governing Council approved a Code of Student Conduct that applies across the entire University. The Code requires each division to appoint an "Investigating Officer" and a "Hearing Officer". We have determined that a number of divisions and colleges have as yet not appointed individuals to these positions. The Administration should ensure that all divisions comply with this provision of the Code and have in place appropriately trained personnel.

4. Charging to upgrade skills in workshops

I commented in the past two Annual Reports that it was self-defeating for the Department of Human Resources to levy a fee on other departments for workshops designed to upgrade work-related skills of employees if this meant that some staff members would not be able to attend because of the lack of available funding. There is agreement among at least some Senior Administrators that this observation has merit, and over the past year some job- and career-related staff development programmes have been offered without fee, using central funding. The main barrier to expanding this approach has been the difficulty in obtaining additional central funding, but this issue is apparently still being examined.

5. Inadequate provisions concerning employment

I am concerned with inadequate provisions governing the employment of four groups at the University: Post-doctoral Fellows, Research Associates, members of the Senior Management Group and Casual Staff. Previous Reports have included observations concerning Post-doctoral Fellows and Casual Staff. This is the first comment on Research Associates or the Senior Management Group.

(a) Post-Doctoral Fellows

The School of Graduate Studies has issued identification cards to the Post-doctoral Fellows (PDFs) this past year which facilitate their access to various University services. The School has also produced an information brochure outlining some of the available services. However, much more needs to be done to address the major issues related to PDFs' conditions of employment. After three consecutive years of raising this issue in these Reports, the University has still not instituted protective and effective appeal, grievance and termination procedures for Post-doctoral Fellows. This group will continue to be unduly vulnerable until such procedures are in place.

(b) Research Associates

The University has been examining issues related to the employment conditions and status of Research Associates since at least 1987. As stated in the 1990 Report of the Provostial Committee on Research Associates, "employees designated as 'research associates' can be, and often are, hired without formal search; no specific salary structure exists to guide the level of payment they receive; they do not necessarily receive appropriate annual and merit increases awarded to other University employees; and they do not

have any clear set of policies governing their employment conditions." This situation remains unchanged. The Department of Human Resources reviewed the above Report and submitted its administrative response to the Provost's Office in 1992. However, the classification of Research Associate within the current employee framework remains a central problem, and the Administration, the employee groups and the Research Associates themselves have been unable to agree on a solution. Unfortunately, without an appropriate framework of protective policies and provisions, individual Research Associates are very vulnerable when faced with problems related to employment and compensation. The Ombudsperson's Office does its best to assist in fashioning an individual solution on a case by case basis when we become involved, but the overall situation is clearly unsatisfactory and needs to be resolved.

(c) "Casual" employees

Previous Annual Reports have pointed out that "casual" employees enjoy few safeguards, and they can be unduly exploited. Previous Reports have recommended upgrading employment related policy provisions for this group. Now that the Framework Agreement between the University and Staff Association has been adopted, a number of staff policies are to be reviewed. Bryan Davies, Vice-President (Business Affairs), reported to the Business Board in January 1993 that "the review of policies relating to casual employees has been identified as one of the priorities for the Personnel Policy Board." The Personnel Policy Board has yet to propose changes to these policies.

(d) Senior Management Group

The Senior Management Group consists of between eighty to one hundred twenty members of the Administration who "report directly to, and have responsibility for providing advice to, the President, a Vice-President or Assistant Vice-President, a Principal or a Dean, or exercise broad management responsibility over multiple functional units, usually with subordinate managers or professional staff, or have been identified as a senior manager by the appropriate senior administrator." The Senior Management Group has been excluded from membership in the University of Toronto Staff Association by the Framework Agreement and is currently without specified terms and conditions of employment. Two committees have been struck to examine issues related to compensation and employment conditions. Nevertheless, members of the Senior Management Group have come to the Office of the Ombudsperson this past year to express their unease at the situation and to request clarification with respect to their employment rights and responsibilities.

6. Adverse effects of reductions in staff and funding

I noted in my Report last year that reductions in funding and staffing throughout the University had led to a great deal of stress among staff members. I was concerned that these problems were being under-reported because many staff members who had come to our Office were extremely reluctant to pursue even clearly legitimate complaints. I was also concerned because many staff members who had spoken to us had complained of the manner in which their supervisors sought to cope with the cut-backs. Some questioned the fairness of their supervisor's actions. Others were disturbed at the process that had been used to effect change. Still others believed the means chosen to cope with the budgetary or staffing shortfall was suboptimal for one reason or another. It seemed to me that there were far too many of these sorts of complaints, and I strongly recommended a renewed commitment by the University to "people issues" in order to minimize the adverse consequences of reorganizing operations to meet the challenge of diminished resources. This suggestion struck a responsive chord in many staff members at the University; many telephoned or wrote to me following the release of the Annual Report to say that this was exactly how they viewed the situation and that its enunciation in the Report would be helpful in beginning a dialogue about the problem.

The administration is currently pursuing a number of initiatives in this area. Bryan Davies, Vice-President (Business Affairs), reported to the Business Board that "the Human Resources Department intends to begin a major review of employment policies for the non-unionized administrative staff. The Overtime Compensation policy has been identified as a high priority for review. The process will involve participation of both managers and staff in identifying problems with the current policy and developing a more effective policy..... In addition, new initiatives in management education are underway for both academic administrators and administrative managers. These should increase the ability of department heads who must take budget cuts to plan effective strategies for maintaining levels of service with fewer staff."

7. Conflict of interest

Over the past decade, I have expressed my misgivings about conflict of interest provisions at the University, cited a number of incidents arising from conflicts of interest, and stressed the need for improved guidelines. The conflict of

interest problems brought to our attention this year by students, administrative staff and faculty members could not be handled under existing policies.

The Administration has drafted new policy to deal with conflict of interest and conflict of commitment, and in September 1993 the Administration forwarded a revised version of the draft policies pertaining to librarians and faculty members to the University of Toronto Faculty Association (UTFA) for review. This new draft is currently being discussed. Under the present Memorandum of Agreement, the Administration requires UTFA's concurrence on this matter before it is in a position to submit proposed changes to the Governing Council. The Administration will seek agreement with the University of Toronto Staff Association and other relevant groups after negotiations with UTFA are completed.

8. Provisions in the University inventions Policy to resolve claims of inventorship

The University is currently in the process of adding provisions to the Inventions Policy that address the issue of ownership disputes between two or more individuals – be they academic staff, administrative staff, post-doctoral fellows or students – laying claim to the same invention. The Office of Research Services, following consultation with the Intellectual Property Advisory Committee, has formulated a draft of the new policy that is currently being circulated for consideration.

9. Expulsion from the University

I put forward the view in last year's Report that the University expulsion policy was unduly harsh in providing no provisions to moderate the mandatory lifelong nature of the penalty. I recommended that the expulsion penalty should be revised to permit the re-admission of offenders to the University at a later date, should events warrant, and that procedures for the equitable review of individual cases should be established. Staff of the Provost's Office discussed this recommendation with a number of the Principals and Deans and found there was "widespread support for the current method of treating expulsion." The issue was also put on the agenda of the Committee on Academic Policy and Programmes for its September 1993 meeting. I addressed the Committee, presenting my concerns. Members of the Committee were divided whether expulsion should be permanent. A motion requesting the Provost's Office to come back to the Committee with a proposal to change the policy on expulsion was moved and seconded, but defeated.

10. Lost examinations

In previous Annual Reports, I pointed out that in a number of cases of lost examinations, the University had been unable to differentiate between a student's failure to submit materials and a faculty member's loss of the examination. I stressed it was important to verify rigorously that all required answer papers had been handed to the invigilator at the conclusion of the examination to preclude later difficulties, and I urged that more effective procedures to achieve this should be adopted. Divisional examination officers were given the responsibility to review and improve procedures, and during the past year they met as a group to discuss this issue. Their efforts would appear to have been effective; both our Office and that of the University Registrar have received fewer reports of this problem.

I remain concerned, however, with the manner in which some departments have dealt with students following the loss of examinations or tests by a member of the teaching staff. I believe that departments would benefit from a set of guidelines outlining alternative courses of action. Every effort should be made to bring the student into the decision-making process and to accommodate the student's wishes, if for no other reason than the department is responsible for the occurrence of the problem. The Administration should assign appropriate individuals to formulate guidelines for acceptable practices.

11. Timeliness

Our Terms of Reference specify that "it shall be the special concern of the Ombudsperson that decisions affecting members of the university community are made with reasonable promptness." We reported last year that staff members were experiencing excessive delays in receiving decisions pertaining to reclassification of their positions. Staff of the Department of Human Resources have analysed the problem and, as reported by Bryan Davies, Vice-President (Business Affairs), to the Business Board, now are "committed to completing classifications within four to six weeks of their receipt." Individual staff members are to be contacted "if there is a delay due to extenuating circumstances."

I am concerned with the length of time "GWR" notations ("grade withheld pending review") remain on student transcripts following allegations of offences under the Code of Behaviour on Academic Matters. Some students argue that it is unfair to use this notation at all because it imparts a

strongly negative impression; these students say they are being penalised even before a judgement is rendered. They are reluctant to use their transcripts to apply to other universities or to employment positions. Be this as it may, use of the "GWR" notation becomes clearly unacceptable when there is a lengthy delay in resolving the allegations. I am aware of three instances where this notation remained on the transcript for several months as the judicial process proceeded.

During the past year, I attended a conference of the United States Association of Student Judicial Affairs. I was astonished by the speed with which many other universities appear to be able to resolve contested allegations under their Academic Codes. In some universities, issues were routinely resolved within a matter of weeks. Despite the litigious predisposition of United States citizens, lawyers were infrequently involved in the university process, and this seemed to contribute to the rapid resolution of cases. These models deserve study by the University of Toronto, for there is much of value in the United States experience that could be applied to our considerably slower processes. I surveyed at random nine of the twenty five cases heard by the University of Toronto Tribunal over the past three years. The interval between the date of the alleged offence and the scheduled date of the first Tribunal hearing was 6, 10, 10, 10, 10, 11, 11, 13 and 18 months, respectively. Delays resulting from student-requested adjournments added a further 2, 3, 3, and 12 months to the time to the first Tribunal hearing in the four cases where adjournments were granted. Most cases involving allegations of academic offences, however, do not proceed to the stage of a Tribunal hearing but are concluded at the divisional level. I expect that a random sampling of such cases in each division would reveal useful information concerning: (a) whether allegations are being dispatched with reasonable promptness, (b) if there are significant differences among divisions and, most importantly, (c) what are the most frequent causes of undue delay. I believe that such a survey is called for at this time.

Our Office became involved with a grade appeal which took in excess of two years to resolve. Much of the delay occurred because key academic staff members were away on leaves of absence and were unavailable to meet with the students or to appear at appeal hearings. I am not convinced that in this case the academic unit made sufficient effort to expedite matters. In this era of the telephone, fax machine and teleconference facilities, much can be done to circumvent the impediment of an individual's absence from the campus if there is a willingness to do so and to be modestly creative. In the absence of guidelines specifying the maximum delay permitted in handing down a decision, the initiative rests with the academic unit in meeting reasonable deadlines, and sometimes the academic unit is not up to the challenge. I recommend that system-wide guidelines be issued by the Provost's Office specifying appropriate procedures and maximum time limits for action to resolve allegations of misconduct and to deal with appeals.

12. Destruction of records and files

For the past two years I have recommended that the University develop policies to clarify the minimum length of time for the retention of records pertaining to the activities and deliberations of academic search committees. Review of this topic is continuing, but no guidelines have been released.

13. Initiating mediation services

Over several years I have proposed the wider use of mediation services at the University and described the advantages of this method to resolve conflict. Efforts are currently underway to initiate mediation services at the University. The Administration accepted the report of the ad hoc Working Group on Mediation Services that recommended a two-year mediation services pilot project, and it has established an Implementation Committee for Mediation Services. I believe the implementation of this project is very timely given my encountering increasing interest in, and requests for, mediation at the University.

As well, there is broad general interest in the population at large in mediation techniques and their potential use. I attended and participated in a number of national and international conferences on the topic, and I have been impressed by the quality and rate of new developments in the field. In addition, I participate in teaching a course on mediation through the School of Continuing Studies. The course has been given three times, with a fourth offering planned in February 1994.

With the increased interest in alternative methods of conflict resolution, the creation of the Implementation Committee for Mediation Services, and the appointment of Janice Gross Stein as the Harrowston Professor of Conflict Management and Negotiation, I hope that on-campus mediation services will be available as an option for members of the university community to use this time next year.

14. Failure to adhere to University policy

I noted in the Annual Report last year that "University authorities were reluctant to take the necessary steps to apply the Smoking Policy when individuals refused to comply." The University has since made a conscious decision to use the campus police to enforce the Smoking Policy and to increase patrols in problem areas. This has had the desired effect, and University authorities, as well as our Office, have received far fewer complaints with respect to this matter.

We did receive complaints, however, regarding two staff members in senior positions who continued to flout the Smoking Policy and failed to comply with its provisions. I must emphasize that no one at the University, no matter how senior, is excused from adhering to University policies. In fact, these two individuals were doubly culpable, because members of senior management have an additional responsibility to act as role models.

I continue to be concerned about the Termination of Employment Policy for reasons of organizational change and with its application in individual situations. With respect to the application of the present policy, I am aware of instances where managers have failed to adhere to provisions requiring them to give early warning to staff members of impending organizational change and to involve staff members in the planning and decision-making process to cope with the mandated change. Through my discussions with members of staff and administrators, I perceive a general consensus that this entire section of the Termination of Employment Policy requires improvement to meet the challenge of dealing fairly and reasonably with the increased numbers of employees being released in response to the contraction in resources. The number of University employees affected or likely to be affected is considerable, and a major effort to upgrade this policy is required.

15. Physical safety

I mentioned last year that there are numerous instances where staff members are required as part of their duties to transport cash, cheques or charge slips, sometimes in substantial amounts, to various destinations throughout the campuses or to nearby banks. Many of these individuals confide to our Office that they are frightened for their physical safety when transporting these monies. They fear that they are at increased risk of being accosted, assaulted and robbed. In response to this concern, the Administration has stated that "there are differing perceptions of what amount of cash is high enough to make the individual vulnerable, but this is indeed a serious issue presently being addressed by a Task Force." The Task Force on Cash Handling was assembled only in the final months of 1993, and it has yet to begin deliberations. There is a need to resolve this issue rapidly because of the potential vulnerability of University employees.

I noted in my previous Report that the "Walksafer Programme" was in jeopardy because of the lack of committed funding beyond December 1992. Funding has since been obtained for the continuation of this service on all three University campuses.

In my past few Reports, I have raised the issue of disruptive behaviour on campus and encouraged the Administration to determine whether current internal structures, security measures, disciplinary procedures and information resources were adequate to respond to incidents of this sort. In fact, I wrote on this topic at some length last year. A report is to be released shortly by the Security Review Group which, I am informed, will address some of these issues along with other matters related to campus security.

16. Staff benefits

Staff members who fail to read their yearly Benefits Report, prepared by the Department of Human Resources, may miss out on entitlements or remain registered in benefit plans that no longer apply to their changed personal circumstances. We encountered a case this year of an employee who had been paying for family coverage for years when the much less expensive single coverage was all that was required. The employee was able to reclaim only some of the money that had been paid out in error. Employees should realize that it is their responsibility to inform the Department of Human Resources of changes in their situation that merit altered benefits coverage.

17. Extensions for students registered in a Masters programme

Under certain circumstances, graduate students may be granted a maximum of two one-year extensions should they exceed the time limit stipulated in their degree programme. The Calendar of the School of Graduate Studies clearly outlines the criteria that would permit a PhD candidate to qualify for such an extension, but contains no comparable information for students registered in a Masters degree programme. I recommended to the School of Graduate Studies that appropriate information be added to the Calendar.

18. Revised Graduate Grading and Evaluation Practices Policy

Graduate students, instructors and others involved in the evaluation of student performance should be aware that there are significant changes in the newly revised Graduate Grading and Evaluation Practices Policy. Our Office encounters instances each year where needless difficulties have arisen because either the graduate student or the instructor is unaware of Policy provisions. The Policy is widely distributed and readily available. All instructors should have received a copy while graduate students are given the Calendar of the School of Graduate Studies, which contains the Policy, when they register.

19. Comprehensive examinations

A greater number of graduate students than usual came to our Office this past year with difficulties related to their comprehensive examinations. The students were enrolled in a wide array of departments. Their complaints were varied and included issues concerning:

- ambiguous and poorly defined preparation procedures
- unclear evaluation methods
- composition of the examining committee
- conflicts among members of the examining committee
- differing views of examiners regarding examination requirements
- alleged bias of examiners
- disparity of comprehensive examinations
- the maximum number of times the examination could be attempted
- insufficient information regarding appeal procedures
- the inherent difficulties of reviewing or appealing an orally delivered examination.

Comprehensive examinations are classified as a departmental assessment and consequently are considered to be a departmental responsibility. Consistent with this, the School of Graduate Studies exerts little control over procedures and practices related to the comprehensive examination. Similarly, the revised Graduate Grading and Evaluation Practices Policy does not address comprehensives explicitly. With such leeway, practices are quite diverse both across and within departments with respect to many aspects of the comprehensive examination.

I am concerned by the number of complaints we are encountering concerning the comprehensive examination, by the nature of the complaints, and by the diversity of practices in place throughout graduate academic units. I believe it would be timely for the School of Graduate Studies to undertake a review of practices and procedures related to comprehensive examinations.

20. Auditing University courses

The University Registrar recently conducted a survey to determine how much auditing of courses "was going on, where, on what terms, and at what cost" and found a remarkable degree of administrative inconsistency across and within divisions. I recommend that the University have a written policy on the auditing of courses. Registrars have looked into this matter and have examined questions related to appropriate charges, collection of fees, priority of access to courses, attendance, distinctions between internal and external auditors, and distinctions between individuals who voluntarily audit a course compared to those who do so at the suggestion of a counsellor. The plan is to use this information to develop a policy that establishes greater consistency to rules governing the auditing of University courses.

21. Awarding the same graduate degree more than once

We became involved with this issue after receiving a complaint from an alumnus with a doctorate from the University of Toronto who had been denied entry into a PhD programme in an unrelated area because, as stated in the Calendar of the School of Graduate Studies, "the University does not award more than one graduate degree having the same title to any one individual." I discussed this policy with administrators in the School of Graduate Studies and expressed the following reservations:

- the policy was logically inconsistent in that it did not bar individuals with a graduate degree awarded by any University other than the University of Toronto from enrolling in a degree program at the same level here and eventually qualifying for a second graduate degree of the same title.
- the policy went against current trends stressing the importance of life-long learning.
- the policy wasn't appropriate in a time where individuals could expect to make one or more major career changes throughout their working years.

The School of Graduate Studies has decided to recommend that this regulation be repealed.

22. No-trespass orders

I became involved in the case of a member of the University community who had been issued a no-trespass notice and had been banned from the campus. Investigation revealed that the University does not have procedures in place to review trespass notices served against members of the University community by the University of Toronto police. I informed University authorities of this and members of the Administration have undertaken to draft procedures to guide practice in this area.

23. Poor investigative practices of staff members

Our Office continues to encounter poor investigative practices and questionable decisions by academic and administrative staff members who are in a position to receive and resolve complaints. I have commented in a number of Annual Reports on the need to improve the investigative skills of staff members, and I have emphasized the benefits that would result from articulating a set of minimum standards detailing what should be done and what questions should be asked when assessing the validity of a complaint. Although the Administration considered "providing a short course in investigative practices that academic and administrative staff might take to improve their skill," no action has been undertaken.

I am particularly alarmed at the number of instances we are encountering where complaints have being inadequately investigated by staff members in senior positions. It appears to be common practice for more senior staff to restrict their efforts to canvassing the opinion of less senior staff members previously involved with the complaint. If less senior staff indicate they are "comfortable" with their conclusions or that their investigation was "convincing," then the more senior staff member frequently does not pursue the matter. I know of instances where senior staff members have carried out no independent review of the complaint, and in fact have been completely unaware of the specifics of the problem. Nevertheless, they have been willing to unequivocally support the decisions generated previously by others in reviewing the complaint. There is clearly no point in having an hierarchical procedure to deal with complaints if each higher level blindly espouses earlier decisions or is biased in their favour. This is a serious problem at the University. The quality of many investigations is not adequate and there are no standards to guide practice. I believe the situation will deteriorate further as the reductions in staff take their toll and fewer staff members are available to respond to complaints. Now, even more than previously, there is a need for concrete action.

24. Employment-related staff complaints

In the Report last year I presented some of the adverse effects on staff members caused by budget reductions. These are ongoing problems and have arisen throughout this year as well. The following list gives an overview of some of the common concerns related to employment conditions that staff members expressed to us this past year:

- fear of losing their jobs
- failure of supervisors to provide feedback or direction at times other than the yearly performance review
- failure of supervisors to provide adequate feedback during the probationary period
- excessive workload and overtime
- job descriptions that no longer reflect the nature of the position
- requests from supervisors that staff do things that contravene University policy or practice
- failure of supervisors to follow University policy
- failure to receive timely replies to enquiries
- unfair treatment of staff by supervisors
- ambiguous or unjust policies.

CONCLUSION

These continue to be difficult times at the University given the static economy and the reduction in resources. It is not an easy task to be critical under such circumstances.

I would like to acknowledge the commitment, sensitivity and hard work of my two co-workers in the Office – Laura Kerr and Sherylin Biason. I thank them for their empathy, friendship and support.

The success that the Office of the Ombudsperson has had over the past year in meeting its mandate is due in large measure to the cooperation and assistance rendered it by members of the University community. Without your patience in responding to our enquiries and investigations and without your willingness to discuss and explain matters to us, we would have accomplished much less and arrived much less frequently at fair and just recommendations to remedy errors and shortfalls. For everyone who helped our Office over the past year, I again thank you.

Liz Hoffman
November 29, 1993

APPENDIX A

TERMS OF REFERENCE FOR THE OFFICE OF THE UNIVERSITY OMBUDSPERSON

1. The Office of the Ombudsperson shall be independent of all existing administrative structures of the University and have the following functions:

a. To investigate, in an impartial fashion, complaints that may arise against the University or against anyone in the University exercising authority. Complaints may be made by any member of the University community (students and members of the teaching or administrative staffs) or by former members of the teaching or administrative staffs or student body (in respect of matters arising out of their former University employment or student status). Investigations may also begin on the independent initiative of the Ombudsperson in respect of anyone of the above entitled to make a complaint.

b. To serve as a general information centre for members of the University community and others as needed about all situations and University procedures concerning which grievances may arise - specifically, to advise persons of their rights and responsibilities and of the proper procedures to follow in order to pursue whatever business or complaint they may have;

c. To bring findings and recommendations to the attention of those in authority by the most expeditious means possible, and to the University community at large to the extent that is appropriate;

d. To direct during emergencies such additional and special information services as is deemed appropriate within the competence and resources of the office.

2. It shall be the special concern of the Ombudsperson that:

a. Decisions affecting members of the University community are made with reasonable promptness;

b. Procedures used to reach decisions are adequate and that the criteria and rules on which the decisions in question are based are appropriate;

c. Any gaps and inadequacies in existing University procedures that might jeopardize the human rights and civil liberties of members within the University community be brought to the attention of those in authority. It would not be the function of the Ombudsperson to devise the new

rules and procedures, but to make recommendations and to press through publicity to the extent necessary for their formulation and/or improvements;

d. All reasonable requests for information pertinent to the functions and purposes of the Office be honoured. The Ombudsperson would be expected to search actively for the answers to all such inquiries and provide them to the inquiring parties. Where such information exists in University offices or publications, the Ombudsperson shall direct enquirers to these sources and emphasize their responsibility for initiating the appropriate actions and for returning to the Ombudsperson if not satisfied with the results.

3. The Ombudsperson shall have access to such official files and information as is required to fulfill the function of the Office. Requests by the Ombudsperson for information must receive priority from every member of the University community.

4. Although authorized to function in the widest possible context and with a minimum of constraints, the Ombudsperson shall not:

a. Act as the advocate of any party to a complaint;

b. Initiate an investigation until all existing avenues for seeking redress have been exhausted;

c. Exercise such authority beyond the legal authority of the University, although recommendations may be made concerning the authority of the University or of its constituent parts;

d. Make University policy or replace established legislative or judicial procedures, although any or all of these may be investigated or questioned and such recommendations made as appropriate for their improvement and efficient functioning;

e. Release any information regarding personal and personnel records, unless written permission has been received from the affected persons for releasing the information;

f. Set aside the request of complainants that their anonymity be preserved, even though wide latitude has been granted in making public any findings and recommendations.

5. Operations of the Office:

a. Files

(i) The Ombudsperson shall maintain suitable records of complaints, findings and recommendations and these shall be accessible only to the Ombudsperson and members of the staff of the Office of the Ombudsperson.

(ii) Each file and record will be maintained for a period of seven years and one day from the date on which the Ombudsperson deems the case to be completed. At the end of the period of seven years and one day, the file or record may be destroyed; however, no destruction of the file or record will take place while any proceedings are pending in the University, the Courts or any outside tribunal and until after all rights of appeal are exhausted or times of appeal have expired.

b. While exceptions may be made by the Ombudsperson with respect to matters of major importance, the office will normally function in terms of first come, first served.

c. The Ombudsperson shall make an annual report to the University community through the Governing Council, and such other special reports as may be required from time to time by the Governing Council.

6. The Ombudsperson shall be appointed by the Governing Council on the recommendation of the President, shall be accountable to the Governing Council and shall have unrestricted access to all University authorities.

The Office of the Ombudsperson shall be reviewed on a regular basis, coincident with the end of the incumbent's term, in a manner to be determined by the Executive Committee of the Governing Council. The term of the Ombudsperson should be from three to seven years. An Ombudsperson should serve for a maximum of three terms. Candidates for the Office shall be identified by a search committee highly representative of the University community and including students and members of the teaching and administrative staff.

The Office of the University Ombudsperson is located at 16 Hart House Circle
University of Toronto, Toronto, Ontario M5S 1A1.
Telephone (416)978-4874

TABLE 1

ANALYSIS OF CASELOAD BY CONSTITUENCY

	1989-90 (12 months)	1990-91 (9 months)	1991-92 (12 months)	1992-93 (12 months)
Undergraduate Students	399	333	418	420
Graduate Students	100	87	116	134
Academic Staff	31	34	40	56
Administrative Staff	68	63	105	99
Miscellaneous*	162	88	131	119
	<u>760</u>	<u>605</u>	<u>810</u>	<u>828</u>

*Includes organizations, applicants for admission, former employees and students, alumni, and others.

TABLE 3

NUMBER OF CASES BY YEAR

	Year	Number of Cases
Oct. 1- Sept 30: (12 months)	1975-76	310
	1976-77	382
	1977-78	406
	1978-79	454
	1979-80	508
	1980-81	459
	1981-82	480
	1982-83	497
	1983-84	592
	1984-85	639
	1985-86	547
	1986-87	734
Oct. 1 - June 30: (9 months)	1987-88	754
	1988-89	701
	1989-90	760
	1990-91	605
July 1 - June 30: (12 months)	1991-92	810
	1992-93	828

TABLE 2

ANALYSIS OF CASELOAD BY ACTION TAKEN

	1989-90 (12 months)	1990-91 (9 months)	1991-92 (12 months)	1992-93 (12 months)
Information	528	415	548	593
Grievances or Complaints				
a) Expedited	90	76	143	131
b) Resolved	52	62	89	78
c) Unjustified	-	-	-	-
d) Other	-	-	-	-
No action required	43	28	26	19
No jurisdiction	3	2	1	4
Incomplete	44	22	3	3
	<u>760</u>	<u>605</u>	<u>810</u>	<u>828</u>

INFORMATION Advising and informing members of the University about the means available to them to resolve whatever grievance or difficulty they have.

EXPEDITED Resolution of relatively simple "red-tape" problems, such as arranging an exception to a rule in a particular case, speeding up consideration of a routine matter, securing an explanation of a decision, arranging a meeting with the appropriate official, or unsnarling difficulties which occurred when an item fell between two jurisdictions, etc.

RESOLVED A grievance was settled more or less to the satisfaction of both the complainant and the respondent official or department, usually through a reversal of the original decision, a compromise or an agreement that, in light of new or clarified information, no grievance existed

UNJUSTIFIED After investigation and consideration, no basis was found for a grievance, or the redress sought by a complainant was not justified or reasonable.

OTHER A grievance or the redress sought was found to be partially justified, no redress was possible or it proved to be unresolved.

NO ACTION REQUIRED A case was drawn to the attention of the Office, but no action of either an informational or investigative nature was ever required.

NO JURISDICTION The object of the "request for assistance" was outside the jurisdiction of the Governing Council.

INCOMPLETE No conclusion had been reached at the time of the Report.

Administrative Response to the Report of the University Ombudsperson: 1992-93

OVERVIEW

In her 1992-93 Annual Report, the Ombudsperson cites 24 areas of concern. Eleven had been raised by her in her 1991-92 Report or in previous years (referenced below: #1, 3, 4, 5, 6, 7, 8, 11, 14, 15 and 23). Some of these matters appear "for the record", requiring no follow-up, or are intended to flag issues of interest to the Ombudsperson, where work is being done but not yet completed. However, others among the repeated items signal areas where the Ombudsperson has not been satisfied with previous responses or with progress to date. Particular attention has been given to these items, since it is not desirable for matters to be raised more than once. In addition, in order to minimize the number of areas in which the Ombudsperson has long-term concerns, she and the Director of the President's Office have agreed to meet periodically to review matters of concern.

LIST OF TOPICS

1. Grading practices pertaining to clinical training and field courses

2. Field camps

The Provost has written to all divisions, reminding them that all instructors should be made aware of, and follow, the Grading Practices Policy. In particular, copies of the appropriate version of the Policy are to be given to each instructor. Divisions were reminded of the requirement for an evaluation prior to the drop date for courses and for a mid-way evaluation in clinical and field courses. Divisions have been asked not to schedule field trips during the divisional official exam period.

Responsibility in this area must lie at the divisional level. The Provost will urge the Ombudsperson to be as specific as possible in making her concerns known about particular divisions, so that focused local attention can be given.

3. Non-academic discipline code (Code of Student Conduct)

Last summer, the Assistant Vice-President, Student Affairs, requested divisions to report on their appointments of Investigating and Hearing Officers. He followed up on this in November. Five divisions still need to appoint the officers and they have all been asked to do so.

A training session for Investigating Officers will be organized by the Office of the Assistant Vice-President, Student Affairs, in the early new year. Training and support were offered last year for individual Investigating Officers dealing with complaints and for individual Hearing Officers.

4. Charging to upgrade skills in workshops

Progress has been made in removing financial barriers for the up-grading of work-related skills, but budgetary constraints at present do not permit complete freedom here. A central fund has been established for management development training. These courses are now offered without charge to the participant or home department. Courses relating to the use of the University's personnel/payroll sys-

tem, as well as spreadsheet courses and environmental health and safety courses, are now also offered without charge. The administration will continue to focus on key areas, but there is little prospect that all upgrading courses can be fully subsidized.

5. Inadequate provisions concerning employment — post-doctoral fellows, research associates, "casual employees" and the senior management group

The Ombudsperson raises concerns about four separate groups:

(a) Post-doctoral Fellows

Post-doctoral Fellows are not employees, so their inclusion here is inappropriate. The Ombudsperson cites with approval the actions of the Graduate School to facilitate their access to university facilities. The Provost's Office is considering whether Post-doctoral Fellows should be considered subject to the University's codes of academic and non-academic behaviour. No further action is contemplated.

(b) Research Associates

Discussions concerning the terms and conditions of Research Associates have been resumed by the Provost's Office. A report from the network of Research Associates has been received. It is expected that recommendations will be ready for general discussion in 1994. It should be noted, however, that there are strong differences of views within the University on the appropriate directions for policy in this area. Policy proposals will require extensive consultation and discussion.

(c) Casual Employees

As part of the review of the policies contained in the Manual of Staff Policies, a committee of the Personnel Policy Board is examining the issues that surround Casual Employees. There has been some discussion with the Staff Association, but both the administration and the Association agree that the problem is complex and that solutions are not self-evident. "Casual employee" covers a wide range of individuals ranging from a student hired once for a few hours to individuals employed full-time for many months. It is the administration's intention to seek greater consistency of treatment of Casual Employees and to continue to discuss ways of doing so with the Staff Association and the Personnel Policy Board.

(d) Senior Management Group

The Ombudsperson is right to stress the importance of developing employment and compensation policies for SMG. However she is incorrect in stating that in the interim the group is "without specified terms and conditions of employment". Although members of SMG do not have access to the Grievance procedure, all other current policies apply until they are changed.

There are two committees of the Personnel Policy Board developing employment and compensation policies for the

SMG and a small group of Principals & Deans has been established to advise the Vice-President, Human Resources, on the proposals that emerge. The plan is to present recommendations to the Business Board by June 1994.

6. Adverse effects of reductions in staff and funding

The Ombudsperson is correct that individual employees continue to experience stress related to financial restraint and organizational change. However, in the year covered by her Report, while budget cuts were the order of the day, the number of administrative staff released was smaller than might have been expected, due to administrators throughout the University being extraordinarily vigilant in protecting our human resources from the effects of cutbacks. It was also during 1992-93 that the Framework Agreement between UTSA and the University and a number of new personnel policies were agreed upon, signifying a renewed commitment by the University in this area and a new era of cooperation between the University and its administrative staff. While the Ombudsperson's Report is silent on this point, it is surprising that she did not see this as evidence of the University's commitment to "people issues".

It should also be noted that the Management Development Program offered in November deals with the process of change, how managers can help themselves and others be champions of change, rather than its victims, and how communication and negotiation skills can enhance coping abilities. In addition, discussions are underway on revisions to the Policy on Release for Reasons of Organizational Change that will clarify what consultation is required in planning for organizational change and ensure that changes to job duties are reflected in revised position descriptions.

7. Conflict of interest

The Ombudsperson is correct that it has taken too long for the University and UTFA to reach agreement on a conflict of interest policy. Negotiations have taken place, draft proposals have been exchanged, and the administration hopes that a draft can be finalized soon.

8. Provisions in the University Inventions Policy to resolve claims of inventorship

The Ombudsperson notes that an amendment to the Inventions Policy to deal with inventorship disputes is currently under discussion by the Intellectual Property Advisory Committee. It is anticipated that the amendment will go to the appropriate committee of Governing Council in 1994.

9. Expulsion from the University

The Ombudsperson records that the appropriate Governing Council body considered her concerns on this matter and decided not to change present policy. No further action is required.

10. Lost examinations

The Ombudsperson notes with approval the work done by the Registrars' Group to enhance certainty that all exam papers are handed in at the appropriate time and not lost or misplaced. She raises the question, however, of whether guidelines should be developed for instances in which exam papers are subsequently lost. As an initial step, the Registrars' Group will discuss this with the Ombudsperson and consider whether such guidelines are feasible and sufficient to deal with the problem.

11. Timeliness

The Ombudsperson comments on two different matters:

(a) With respect to the completion of job classifications, Personnel Officers continue to be committed to completing them within four to six weeks of receipt. This standard compares very favorably with most large public sector employers.

(b) The Ombudsperson is correct to be concerned with the length of time required for the completion of proceedings under the Academic Code of Behaviour and the Academic Appeals system. Significant delays should be the exception rather than the rule. In the belief that fairness and efficiency should both be present, the Provost's Office will appoint a senior member of the faculty with appropriate professional expertise to act as a Commissioner to review the policies and procedures under which the University Tribunal, the Discipline Appeals Board and the academic appeals committees operate. The Commissioner's terms of reference will emphasize that, while maintaining fairness, procedures should be faster, simpler and less costly. The Commissioner will be asked to consult with divisional officers, the Governing Council Secretariat and others as appropriate, with a view to recommending changes for consideration in the fall of 1994.

12. Destruction of records and files

The Presidential Advisory Committee on Archives and Records Management has been developing regulations on the retention and destruction of records. This involves identifying record series and establishing retention schedules for the documents in each series. The Committee has completed work on student records and is now reviewing problems connected with the retention and destruction of employee records. Once this work is complete, the Committee will consider other areas. The Ombudsperson has raised the question of records of academic searches. This subject will be dealt with, although not before work currently under way.

13. Initiating mediation services

The Ombudsperson should be commended for her role in promoting the availability of mediation services on campus. An Implementation Committee for Mediation Services was created by the Provost this year and provided with a modest amount of seed money. The objective is to train mediators who would volunteer to be available when requested by parties to a disagreement. By this time next year, it will be known if this service can be provided to the University community.

14. Failure to adhere to University policy

(a) Smoking Policy

The number of complaints about violations of the No-Smoking Policy has dropped sharply and the Policy itself now seems to be very widely accepted. It is difficult to know what to say about the two senior individuals referred to by the Ombudsperson if they are not identified. It is the practice of the Vice-President, Human Resources, to act on complaints brought to his attention.

Discussion with the Ombudsperson revealed that when she received the complaints, she referred the complainants to the University's No-Smoking Policy and the procedures outlined in the Policy. She indicated that she has felt constrained in following up cases like these, due to the injunction of the 1993 Ombudsperson Review Committee that she not routinely follow up on complaints unless asked to by the complainant. It is hoped that the new procedure of periodic meetings with the Director of the President's Office will help identify matters on which the Ombudsperson could be asked to follow up. In any case, it is the request of the President that she do a follow-up on any matter felt important enough to be included in an Annual Report.

In the present cases, the Ombudsperson was asked to speak to the complainants to ascertain whether they still have concerns and if they would be prepared to pursue them. She has now indicated that one of the complaints has been resolved and she is following up on the other.

(b) Policy on Termination of Employment for Organizational Change

The UTSA Liaison Committee has spent many hours in 1993 dealing with the question of revisions to this policy. The administration and the Staff Association have now reduced the differences to one, which hopefully can soon be eliminated. The intention is to bring this policy, along with others, to the Business Board in 1994.

15. Physical safety

The Ombudsperson is correct that the Task Force on Cash Handling has just begun. A final report has been requested by the Vice-President, Business Affairs, by June 1994. The Ombudsperson will be invited to meet with the Task Force.

16. Staff benefits

No administrative action is required, other than a review by the Vice-President, Human Resources, of the manner in which employees are reminded of their responsibility to initiate changes to personal information for benefit plans.

17. Extension for students registered in a Master's program

The Ombudsperson notes that the SGS Calendar clearly outlines criteria for extensions that may be granted to Ph. D. students. The stipulated length of Masters' programs normally takes into account the time needed for thesis research (where one is required) and for part-time students to complete programs where only course work is required. Extension requests are relatively rare. For this reason, a formal policy on extensions for Masters' programs has not been formulated. When needed, the doctoral regulation has been applied analogously. The Dean of the School of Graduate Studies will review this and report his conclusion to the SGS Council in 1994.

18. Revised graduate grading and evaluation practices policy

The School of Graduate Studies has sent to each member of the graduate faculty a copy of the Graduate Grading and Evaluation Practices Policy. In addition, in its annual mailing of calendars last July to members of the graduate faculty, the School included a notice directing them to the revised Policy and pointed out the most important changes. No further administrative action is necessary.

19. Comprehensive examinations

The Ombudsperson reports an increase in the number of students who have expressed difficulty with procedures for these exams. She notes that comprehensive exams are regarded as "departmental" assessments and recommends

that a review be conducted of practices and procedures relating to them. The Dean of the School of Graduate Studies has indicated that this will be done, with a view to making recommendations in due course to departments about good practice and procedure, while respecting the particular needs of different disciplines, divisions and programs. It should be noted that the Graduate Grading and Evaluation Policy requires that departmental assessments be in accord with the principles set out in the Policy.

20. Auditing University courses

The desirability of a University-wide policy on auditing was raised last year by the School of Continuing Studies Review Committee. The Provost will consider whether a policy is required and, if so, make a recommendation to the appropriate committee of Governing Council. If a policy is recommended, it must include considerable divisional flexibility and discretion.

21. Awarding the same graduate degree more than once

No additional action is required, as this is a policy matter under consideration in the School of Graduate Studies.

22. No-trespass orders

Procedures are being drafted by the Office of the Vice-President, Business Affairs, and will be reviewed in January, 1994. The current operating procedure, put in place after an inquiry from the Ombudsperson, is that trespass notices are effective for three days, after which the matter is reviewed with the department head, in the case of staff, and the dean, in the case of students.

23. Poor investigative practices of staff members

This is a matter that is difficult to deal with in the abstract. In general, Human Resources is satisfied with the quality of investigations around grievances or dismissals. The administration would welcome a chance to review specific cases with the Ombudsperson, if circumstances allow her to do this.

Discussion with the Ombudsperson indicates that the majority of cases about which she has concerns involve student complaints and that she strongly supports whatever actions will assist those in decision-making roles to resolve complaints at the lowest possible level. The Ombudsperson will be asked to brief the appropriate senior officers on the problem from her perspective, following which the Vice-President, Human Resources, will consider whether more systematic orientation in handling complaints is the most appropriate and effective mechanism for meeting the concerns raised.

24. Employment-related staff complaints

Pursuant to the Framework Agreement, both the administration and the Staff Association are committed to a complete revision of the policies contained in the Manual of Staff Policies. As noted above, this commitment is beginning to bear fruit. The Department of Human Resources is also committed to the consistent application of these policies throughout the University. When it learns, through the Ombudsperson or otherwise, of cases where policies are disregarded, appropriate action will be taken.

January 18, 1994



PRICELESS CACHE

*U of T's rare books library contains gems that you can't buy or borrow
but you can study them to your heart's content*

BY SUZANNE SOTO

IT HAS BEEN FIVE YEARS SINCE THE CONTROVERSY but Richard Landon, director of the Thomas Fisher Rare Book Library, still winces when reminded of it. "Oh, yes, the story in the newspaper this summer..." he says, while his eyes glance warily at a copy of an article published in *The Globe and Mail* in July. The short piece states that a city art appraiser has recently uncovered documents supporting the long-standing claim that the library paid too much for a 1751 edition of Thomas Gray's book *An Elegy Written in a Country Church Yard*. The book was carried and scribbled on by British Army General James Wolfe around the time his troops defeated the French on the Plains of Abraham in 1759.

A number of art and literature experts, the story says, believe that the *Elegy's* \$325,000 (US) price tag was "excessive" and "astronomical." The 1988 purchase was subsidized by the federal government to the tune of almost \$244,000 (US).

Landon smiles, a bit resignedly. "Some people will always think this particular book cost too much and others will say the work is not important." The fact remains, however, that because of Wolfe's notes the *Elegy* is a cultural icon that forms part of Canada's history, like Samuel de Champlain's astrolabe or George Vancouver's sword, he notes.

Landon points out as well that while the Fisher's Canadian holdings are extensive, the library's acquisition policy is to build on existing strengths. "No collection is ever complete ... so acquiring what you can when it's available is very important. That's what we did in this case and what we always try to do."

It is this policy that has resulted in the rare books library possessing some of the best, largest and most uncommon collections in North America and in some cases, the world, Landon adds. The Fisher is renowned not only for its material on Canada's heritage, art and literature but also for its collections on the history of science and medicine, English and Italian Renaissance literature and the work of Galileo, Henri Rousseau and Charles Darwin, among many others.

THE THOMAS FISHER RARE BOOK LIBRARY began in 1955 as the department of rare books and special collections, housed in what is now the Science & Medicine Library. Before then, Landon says, the library's rare items like medieval manuscripts and early printed books — which it acquired mainly through donations after the devastating library fire of 1890 — were kept in an "art cupboard" in the building.

Between 1955 and 1973 the rare books department, also known as the "treasure room," grew quickly, leading to the 1973 move to the Fisher's present location at 120 St. George St. The structure, a specially designed building that forms part of the John P. Roberts Research Library complex, also houses the U of T Archives.

Thomas Fisher was an early Toronto area settler who hailed from Yorkshire. He made his home on the banks of the Humber River in 1821 and established a business as a merchant miller. A magistrate, he was also a very active

member of his community.

The library was named in his honour when his great-grandsons, Sidney and Charles Fisher of Montreal, made one of the largest book donations ever to the library in 1973. It consisted of their large collection of Shakespearean works and books, other English literature, antiquities and topography and the illustrations and etchings of 17th-century British topographer Wenceslaus Hollar.

include such items as the Banting Collection & the Best Papers which detail the life and work of the great scientists Sir Frederick Banting and Dr. Charles Best; the Sheldon Australian Collection, consisting of books, maps, posters, coins, stamps and other material relating to Australian history, social life and literature; Nszz Solidarnosc, a series of publications, newspaper clippings and typescript articles on Poland's Solidarity movement; the Spanish Civil War, an assortment of materials from

this period in Spain's past; the history of socialism and radical movements in Canada; and the Stanton Portuguese Collection, a compilation of more than 3,000 books and pamphlets from Portugal and Brazil.

The oldest printed book is a 1470 edition of *Sententiarum libri IV* by Peter Lombard while its oldest manuscripts are found in a small collection of Greek papyri. Dating from the third century BC to the third century AD, the manuscripts were uncovered in Egypt during British excavations carried out for the Egypt Exploration Fund between 1895 and 1909. They provide a fascinating glimpse into everyday life. A marriage contract dated AD 81-95, for example, states that: "The husband, Dionysius, acknowledges his bride's dowry consisting of four minae of gold, three dresses and some property. The bride, Sarapous, promises obedience to her husband and he in return promises not to ill use her. In the case of divorce the dowry is to be repaid by Dionysius, with a share reserved for any child of the marriage who decides to stay with his father...."

THE FRAGILE NATURE OF THE MATERIAL kept at the Fisher demands very special preservation and protection measures. That job belongs to Emrys Evans, the library's conservator of rare books and special collections for the past 26 years, and his assistant Linda Joy. With half a million items in the library, Evans says he and Joy never lack for projects and in fact do not attend to some for months, even years, because of the sheer quantity of work.

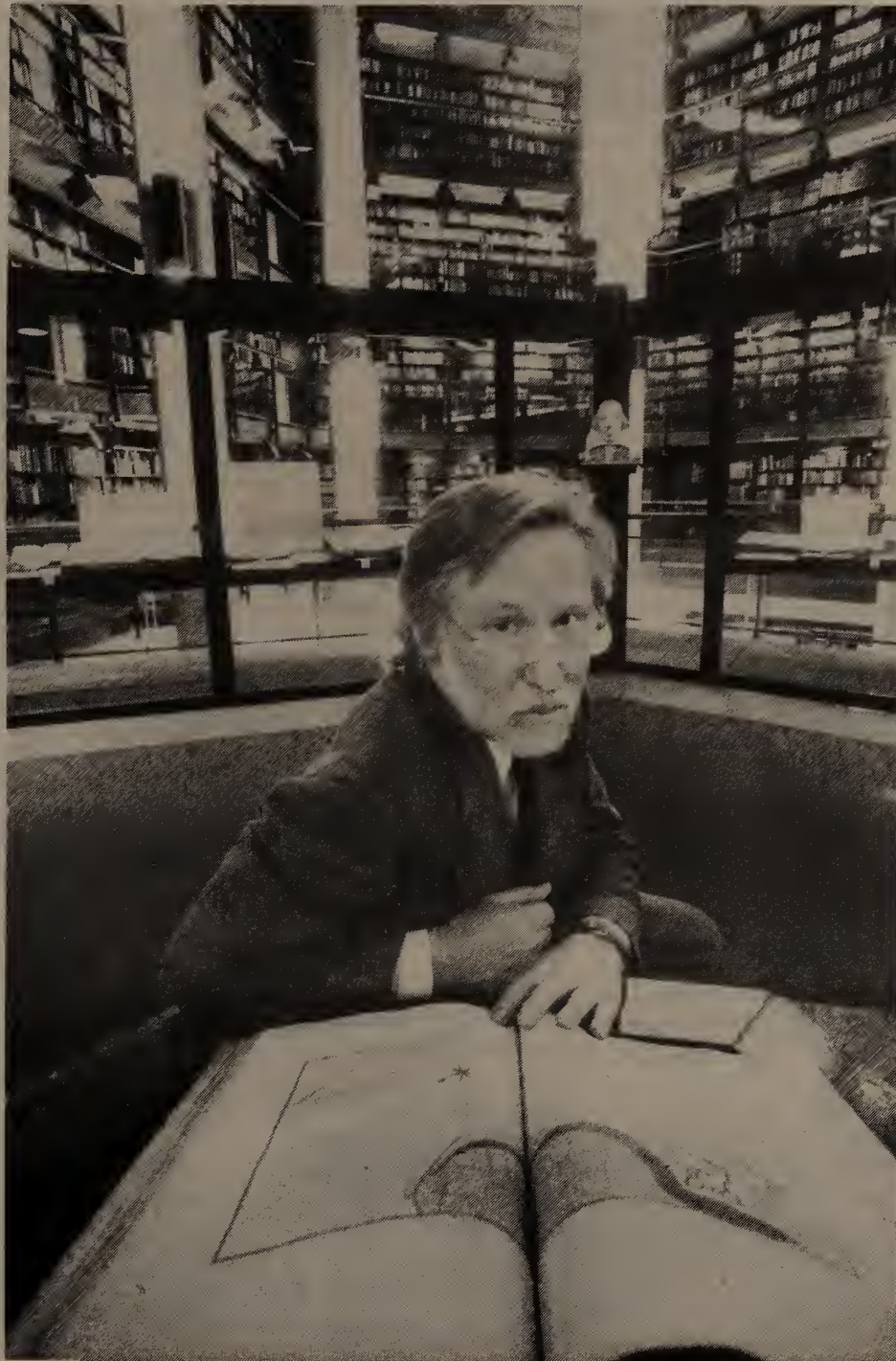
Their main task is to repair and preserve rare books that have disintegrated, been torn apart or suffered from mould or insects, among a multitude of problems. The two work with such materials as leather, all types of handmade and mass-produced paper, glue made from eggs, wheat flour or rice starch as well as modern-day chemicals and a collection of over 3,000 book-finishing tools imported

from England in 1968.

Once the repairs are finished, Evans says the books should stay in good condition "forever," thanks to the library's strict rules regarding the use of its materials.

While the Fisher is open to the public, none of its items can be signed out. In its reading room, patrons cannot lean on any book or collection material. Nor can they mark, trace, or in some cases, photocopy pages. Only pencils may be used to take information down, and no one can handle volumes in any manner other than gentle.

"Some of our items are priceless, sort of beyond rarity," Landon says. "We just want to make sure that they will still be here long after we are gone."



Richard Landon examines one of the library's rare books.

Landon, who has been with the library since 1967, says that since 1955 the rare books collection has grown from a few hundred books to approximately 500,000 volumes. Most of the material has been donated. "In the last decade, we've averaged over \$1 million a year in gifts in kind." The library has also bought some collections and individual items but money for such purchases — some of which comes from the library's budget and government grants — has shrunk considerably over the years. Landon says the Fisher's own fundraising efforts, carried out in large part by a decade-old organization known as the Friends of the Thomas Fisher Rare Book Library, contribute about \$100,000 a year for acquisitions.

Some of its most unique acquisitions over the past several years

ENGINEERING A CHANGE

The president of Ontario's engineering association is proof positive that the face of the profession is being transformed

BY SUZANNE SOTO

DESPITE INITIAL CONCERN ABOUT engineering being a suitable career for a young woman, Jane Phillips says her parents were very supportive once she set her sights on the profession in 1949.

"Mother was a little hesitant," recalls the professor in the Department of Chemical Engineering & Applied Chemistry, associate dean (physical sciences) in the School of Graduate Studies and 1993-94 president of the Association of Professional Engineers of Ontario. "But she believed I should do whatever I wanted to do. And to me engineering was fun and very do-able."

In those days, the 1950s, engineering was, without a doubt, a male bastion. There were only two women in her 65-member class. Students were known for staging "pranks and amusing things," Phillips says. They also held big parties called "smokers" because of the amount of cigarette smoking that went on. But, she adds, despite their mischief engineering students were, for the most part, respectful of each other — smokers were relatively orderly affairs and the atmosphere in class was healthy, with expectations quite high for both males and females.

Phillips says she is aware that in the decades that followed her graduation, engineering students' antics have at times drawn the attention of the news media and led to "unfortunate publicity." In her high-profile role as president of Ontario's professional engineers, she has been asked by reporters to comment on these incidents and on the profession's reputation for bias against women.



She answers by pointing out that all professions, from law to medicine, have discriminated against women. She acknowledges that many female engineers have problems on the job but does not think this is always due to gender bias. "One may be kept back not because one is a woman but maybe because one isn't good enough or capable enough," she explains. And, she adds, she doesn't believe in setting quotas for female admittance to engineering schools — abilities and accomplishments, not gender, should remain the determining factors. Male or female, "luck and natural ability" are important for success in one's career, Phillips says.

After earning her degree in chemical engineering from U of T

in 1953, Phillips pursued a master's in physical chemistry at Bryn Mawr College in Philadelphia. Upon completion she accepted a job in industrial research with DuPont in Wilmington, Delaware. Two years later she returned to school, earning a PhD in 1960 from Johns Hopkins University in Baltimore. She returned to Canada to do post-doctoral work in Ottawa for the National Research Council, followed by a second post-doctoral year at Queen's University in Belfast.

When her father became ill in the early 1960s, Phillips returned home to Toronto and became a lecturer at U of T. She had planned to go back to industrial research but eventually decided to stay here. Her involvement with the Association of Professional Engineers of Ontario — which represents more than 61,000 professional engineers in the province — began in 1986. She served on complaints and finance

committees, the women in engineering advisory group and a task force on engineers in education before successfully running for vice-president in 1991. She became president-elect in 1992 and assumed the one-year presidency in April.

Throughout her career Phillips has received many requests to address young students, particularly girls, about her profession. "Girls," she notes, "should be discouraged from abandoning math and science in high school because it cuts them off from so many things later." One of these is engineering, a field that Phillips says is now full of opportunities for women. "I think it is easier for women in engineering today than it was 10 years ago. But then, there is a better climate for women in all professions."

CUSTOMS & TRAFFIC

COURIERS

Rate increases for 1994.

Purolator Courier: 5% increase on all rates and services PLUS Services Charges will apply for incomplete address and/or not showing Purolator account No. 1652450 and APPROPRIATION NUMBER on Waybills.

Emery Worldwide: 5% increase on packages over 8 lbs. Courier mail/letters remain at 1993 level.

BULK MAIL SERVICES

InterPost: 4 % increase for USA mail only. International rates remain the same as in 1993.

TNT Mailfast: No increase until June, 1994.

A bulk mail rate chart comparing TNT Mailfast, InterPost, and Canada Post will be available soon. Date will be announced in *The Bulletin*, Feb. 28.

Courier Guide, 1994-1995, is being updated and will be mailed to all Faculty and Department Management Business Officers. Use of "preferred couriers" can save as much as 50% on cost of shipping.

Federal Express: Blanket Orders will be required to accommodate payment of invoices. A notice has been sent to all PDDC regarding this matter.

Enquires regarding any of the above should be directed to Tom Nippak, Tel: 978-7447, FAX 978-5483.

TRAVEL PROGRAMME

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Earlier this year, Marlin Travel became a part of Thomas Cook. Marlin customers have access to the worldwide services and resources of 2,000 Thomas Cook offices.

New phone number for travel reservations is 359-1388.

CAR RENTAL / HOTEL DISCOUNTS

U of T direct corporate rate discounts for car rentals are available on a "preferred supplier" basis from: AVIS; BUDGET; HERTZ; THRIFTY; TILDEN.

Direct corporate discounts on a "preferred supplier" basis are also available from many major hotel chains and individual hotels.

For additional information and/or rate identification stickers for car rentals and/or Best Western Hotels, contact the Travel Office, 978-2354.

Budget has announced the return of the 50% Off Hotel Program for the 1993-94 season. With any Budget rental, you will receive a 50% discount off the regular, published rack rate at over 100 fine hotels across Canada. The program runs until April 30, 1994. Complete program details and hotel participants are contained in an easy-to-carry hotel guide, available at any Budget office and from Purchasing. For more information call Maria Ferreira, 978-2354.

EQUIPMENT EXCHANGE

Description	Qty.	Model	Age	Fair Mkt. Value	Contact
Memory writer 615 (Xerox)	1	C80-070-272	1983	\$150	D. Wilson 287-7019
"	1	C80-086456	1983	\$150	"
"	1	C80-086462	1983	\$150	"
Dot matrix printer-Seikosha	1	S/N 6500566	-	\$50	"
Transcribing machine-Philips	1	S/N 105459	1983	\$50	"
Typewriter (Olivetti)	1	-	1970?	\$15	"
Arbortite counter top	1	-	1990	\$50	M. Fukunaga 978-6879
Cupboard 60 x 25 x 35 melamine	1	-	1990	\$100	"
Grey panels for dividers (30 x 60)	2	}	1990	\$1,500 or best offer	"
Grey panels for dividers (48 x 66)	3		1990		
Work surface to attach to panels (48 x 30)	2		1990		
Silent writer Laser printer	1	Model LC 890	1983	\$600	D. Wilson 287-7019
		S/N 289256207			"
Selectric II typewriter IBM	1	944336095	1976	\$25	"
Selectric typewriter IBM	1	93-585-370	1984	\$25	"
Dot Matrix printer 24 pin (Panasonic)	1	KX-P1124	1987	\$50	"
Imagewriter II dot matrix printer (Macintosh)	1	A9M 0320	1988	\$50	"
IBM Selectric typewriter (ribbons incl.)	1	-	-	\$20	G. Cernivivo 978-3722
Olivetti 900X typewriters	3	-	-	\$20/Ea.	"
Keyboard & 1 floppy 640 K	1	5106 IBM PC XT	1985	Best offer	K. Cheung 978-5941
1 Keyboard & 2 floppy 640 K	1/2	5150 IBM PC	1984	Best offer	"
Keyboard & floppy 640 K	1	5160 IBM PC XT	-	Best offer	"
Hard drive (bad), keyboard, floppy 640 K	1/Ea.	5170 IBM PC AT	1986	Best offer	"
Monochrome display	1	5151001	-	Best offer	"
Monochrome display	1	5151001	-	Best offer	"
Monochrome display	1	A.B. Dick (out of order)	-	Best offer	"
Ultracentrifuge (Beckman)	1	L565	1977	Best offer	C. Gilmour 586-5787

If you have any surplus equipment in reasonable condition, call 978-7080 (SWAP SHOP) located in the basement of 487 Spadina Ave.

BOOKS



The following books are by U of T staff. Where there is multiple authorship or editorship, staff are indicated by an asterisk.

December

The Patriots and the People: The Rebellion of 1837 in Rural Lower Canada, by Allan Greer (University of Toronto Press; 399 pages; \$45 cloth, \$18.95 paper). The rebellion in rural Lower Canada in 1837 has been called the most important event in pre-Confederation history and this book represents a fundamental reinterpretation of that event. In looking closely into the actions, motives and mentality of those who formed a majority in the insurrection it brings to light new causes for the revolutionary role of the normally peaceful French-Canadian peasant.

Historical Atlas of East Central Europe, by Paul Robert Magocsi; cartographic design by Geoffrey J. Matthews (University of Toronto Press; 226 pages; \$85). This atlas covers all of east central Europe from the fifth century to January 1993. It is basically chronological with 89 full-colour maps and accompanying text. Several maps illustrate the changing political and administrative boundaries at key historical dates and are interspersed with other maps that focus on similar changes within individual countries or specific areas. Thematic maps deal with such subjects as economy, ecclesiastical structures, education and culture, demography and ethnicity and military affairs. A detailed index includes hundreds of variant place names.

Theodor Herzl: From Assimilation to Zionism, by Jacques Kornberg (Indiana University Press; 272 pages; \$24.95 US). This book covers a distinct period in Theodor Herzl's life, one that began in 1878 when his family moved to Vienna and ended in 1896 when he published *The*

Jewish State. In the course of this period Herzl moved from German assimilation to Zionism. In this book the prevailing view that attributes Herzl's conversion to Zionism to the Dreyfus trial is challenged and a new interpretation is offered.

Sargonic and Gutian Periods (2334-2113 BC), by Douglas R. Frayne (University of Toronto Press; 360 pages; \$175). In this work can be found the first extensive use of the Akkadian language, in its oldest form, for royal inscriptions. Nearly all the texts in this volume are recorded in that language; a few are in Sumarian and four are bilingual. A handful of large Old Babylonian tablets inscribed with collections of the Sargonic kings' triumphal inscriptions aid the reconstruction of the history of the period and complete transliterations of the individual copies of these documents appear for the first time.

Catching up

The Persistence of Regional Cultures: Rusyns and Ukrainians in Their Carpathian Homeland and Abroad, edited by Paul Robert Magocsi (East European Monographs; 460 pages; \$44 US). This collection of essays, followed by four commentaries, deals with the status of the Rusyn/Ukrainian minority in all countries where they live. The essays and commentaries appear both in English and in their original languages (Polish, Russian, Rusyn and Ukrainian).

The Rusyns of Slovakia: An Historical Survey, by Paul Robert Magocsi (East European Monographs; 198 pages; \$28 US). The fate of national minorities is one of the most troublesome questions in today's eastern Europe. This work provides a historical survey from earliest times to the present of the Rusyn minority (also known as Ruthenians or Ukrainians) living in the new state of Slovakia.

NOTICE OF OFFENCE

In accordance with the recommendation of the University Tribunal, I am publishing the following Notice of Offence and the sanctions imposed.

The charges against the student were:

1. that on or about January 28, 1993 he did represent as his own in an academic work and submitted for credit, an idea or an expression of an idea or work of another and/or he aided, assisted, abetted, counselled or conspired with another person to represent as his own in an academic work submitted for credit an idea or an expression of an idea or work of another, contrary to Sections B.I.1.(d) and B.II.1.(a) of the University of Toronto Code of Behaviour on Academic Matters; and
2. that on or about January 28, 1993 he did obtain unauthorized assistance in connection with an academic work or aided, assisted, abetted, counselled or conspired with another person to obtain unauthorized assistance in connection with an academic work, contrary to Sections B.I.1.(b) and B.II.1.(a) of the University of Toronto Code of Behaviour on Academic Matters.

In particular, he submitted as his first assignment in CSC 158S a computer printout with his name on it in which each program line, the order of the program lines, the approach to the problem, syntax error and programming techniques of the assignment he submitted were exactly the same as those in the assignment submitted by a fellow student on or about January 28, 1993. In addition, the use of random variables in the assignment that he submitted was virtually the same as those in the assignment of that fellow student.

The jury accepted his guilty plea and agreed unanimously to impose the following sanctions:

- a written reprimand, with a notation of this reprimand to be recorded on his transcript for a period of two years;
- assignment of a grade of "0" in CSC 158S;
- reporting of this decision and the sanctions imposed to the Vice-President and Provost for publication in the University newspapers.

Professor A. Sedra
Vice-President and Provost

NOTICE OF OFFENCE

In accordance with the recommendation of the University Tribunal, I am publishing the following Notice of Offence and the sanctions imposed.

The charges against the student were:

1. That in or about April, 1993 she did forge, alter or falsify an academic record contrary to section B.I.3.(a) of the University of Toronto Code of Behaviour on Academic Matters, 1991;
2. That in or about April, 1993, she did utter, circulate or make use of a forged, altered or falsified record contrary to section B.I.(3).(a) of the University of Toronto Code of Behaviour on Academic Matters 1991.

In particular, she submitted the second term paper in POL 209Y late. In order to excuse the lateness of the paper she submitted a note handwritten on a medical prescription form. Printed on the top of the form was the name and address of a specialist, with handwriting which read: "(Student's name), 23-3-93, Patient unable to attend school due to severe illness." Although the note was purportedly signed by this specialist, the handwriting and signature on the note were not his and the document was a forged, altered or falsified document.

The jury acquitted the student of charge #1 and found her guilty of charge # 2. The jury agreed unanimously to impose the following sanctions:

- suspension from the University beginning September 1994;
- a grade of "0" in POL 209Y;
- notation of the sanctions and the reasons for them to be recorded on her transcript for a period of four years beginning in September 1994;
- that the decision be reported to the Provost for publication in the University newspapers, with the name of the student withheld.

Professor A. Sedra
Vice-President and Provost

GET A SOUND EDUCATION



Non-commercial Radio



EVENTS



LECTURES

Bloody Rain: Censorship in/of "Holinshe'd's" Chronicles.

TUESDAY, FEBRUARY 1

Prof. Annabel Patterson, Duke University. Senior Common Room, Burwash Hall, Victoria College. 4 p.m. *CRRS and Toronto Renaissance & Reformation Colloquium*

Native Self-Government: A Reality for the 90s.

TUESDAY, FEBRUARY 1

Ovide Mercredi, National Assembly of First Nations. Convocation Hall. 5 p.m. Tickets \$5, students \$3. Tickets and information: 978-8227.

The Situation in Sarajevo, Bosnia-Herzegovina.

TUESDAY, FEBRUARY 1

Chris Cushing, medecins sans frontières; slide presentation and question period. Rigby Room, St. Hilda's College, 44 Devonshire Place. 7 p.m. *Peace & Conflict Society and International Relations Society*

Other Rooms.

THURSDAY, FEBRUARY 3

Mark Robbins, Ohio State University. Room 103, 230 College St. 7 p.m. *Architecture & Landscape Architecture*

The Computer and Language Teaching at Toronto.

THURSDAY, FEBRUARY 3

Professors Massimo Ciavolella, Anne Urbancic and Jan Gordon, Department of Italian Studies; Computer-Assisted Instruction: An Interdisciplinary Survey series. 54B Wetmore Hall, New College. 8:30 p.m. *CCH*

Central Eastern Europe in Transition: The Interplay of Social, Political and Economic Forces.

FRIDAY, FEBRUARY 4

Leszek Bulcerowicz, former finance minister and deputy prime minister, Poland. Council Chamber, Simcoe Hall. 2 to 4 p.m. *CREEs*

Chaos and the Origin of Comets.

SUNDAY, FEBRUARY 6

Prof. Martin J. Duncan, Queen's University. Auditorium, Medical Sciences Building. 3 p.m. *Royal Canadian Institute*

Walking through Walls: The Sexual Harassment of Schoolgirls.

MONDAY, FEBRUARY 7

June Larkin, Ontario Institute for Studies in Education; Popular Feminism lecture and discussion series. Boardroom, 12th floor, Ontario Institute for Studies in Education, 252 Bloor St. W. 8 p.m. *Women's Studies in Education, OISE*

Visual Perspectives of Auschwitz.

TUESDAY, FEBRUARY 8

Professor Cindy Gates, Fachhochschule, Dormund. 2135 Sidney Smith Hall. 9:10 a.m. *History*

Jews, Christians and Conversos: Jewish-Christian Polemics on the Eve of the Expulsion from Spain.

TUESDAY, FEBRUARY 8

Prof. Daniel J. Lasker, Ben-Gurion University, Israel. 142 Earth Sciences Building. 4 p.m. *Jewish Studies and Near Eastern Studies*

DNA Topoisomerases as Targets of Therapeutics: Insights from Recent Mechanistic Studies.

WEDNESDAY, FEBRUARY 9

Prof. James C. Wang, Harvard University. 4227 Medical Sciences Building. 4 p.m. *Pharmacology*

Punctuality.

WEDNESDAY, FEBRUARY 9

Prof. André Gombay, Department of Philosophy. 304 Victoria College. 4:10 p.m. *IHPST*

Babylonian Astronomy and Its Legacy.

WEDNESDAY, FEBRUARY 9

Prof. Alexander Jones, Department of Classics. Auditorium, Earth Sciences Centre. 8 p.m. *Canadian Society for Mesopotamian Studies*

Santeria in Cuba: Persistence and Adaptation.

WEDNESDAY, FEBRUARY 9

Juan Mesa, Cuban Ministry of Culture. 1017 New College. 8 p.m. *African Studies Program*

Microbial Adhesion, Oral Hygiene and Periodontal Pathogens.

THURSDAY, FEBRUARY 10

Dr. Ronald J. Gibbons, Forsyth Dental Center. Room 170, 124 Edward St. 4:30 p.m. *Dentistry*

Renaissance Renovations and Modern Restoration.

THURSDAY, FEBRUARY 10

Prof. Cathleen Hoeniger, Queen's University. 2118 Sidney Smith Hall. 7 p.m. *Fine Art*

Interactive Dialect Mapping.

THURSDAY, FEBRUARY 10

Prof. J.K. Chambers, Department of Linguistics; Computer-Assisted Instruction: An Interdisciplinary Survey series. 54B Wetmore Hall, New College. 8:30 p.m. *CCH*

The Calculus Revolution: Right Revolution — Wrong Subject.

SUNDAY, FEBRUARY 13

Prof. Peter D. Taylor, Queen's University. Auditorium, Medical Sciences Building. 3 p.m. *Royal Canadian Institute*

COLLOQUIA

The Co-evolution of Brain, Culture and Symbolic Representation.

MONDAY, JANUARY 31

Prof. Merlin Donald, Queen's University. 4-487 Ontario Institute for Studies in Education, 252 Bloor St. W. 12 noon to 1:30 p.m. *OISE*

Where is the Proton's Spin?

THURSDAY, FEBRUARY 3

Prof. Frank Close, Rutherford Lab., UK. 102 McLennan Physical Laboratories. 4:10 p.m. *Physics*

Hypervalent Compounds: Is There a Duodecet Rule for Silicon, Phosphorus, Sulphur and Chlorine?

FRIDAY, FEBRUARY 4

Prof. E.A. Robinson, chemistry, Erindale College. 158 Lash Miller Chemical Laboratories. 3:30 p.m. *Chemistry*

Monte Carlo Simulation of Biological Aging.

THURSDAY, FEBRUARY 10

Prof. Dietrich Stauffer, University of Cologne. 102 McLennan Physical Laboratories. 4:10 p.m. *Physics*

SEMINARS

How You Gonna Keep Them in Patee after They've Been Down on the Family Farm? Or,

Cooperative Security Relations after the Cold War.

TUESDAY, FEBRUARY 1

Prof. John Gerard Ruggie, Columbia University; political economy workshop. 3050 Sidney Smith Hall. 2 to 4 p.m. *Political Science*

Chronic NGF-Deprivation in the Adult Rat, an Alternative Model for Alzheimer's Disease: Cholinergic Hypofunction and Impaired Spatial Learning.

THURSDAY, FEBRUARY 3

Prof. Catharina VanderZee, McMaster University. 412 Rosebrugh Building. 1 p.m. *Biomedical Engineering*

Native Issues in the University Curriculum.

THURSDAY, FEBRUARY 3

Prof. John Mohawk, University of Buffalo; Diversity in the Canadian Curriculum series. Croft Chapter House. 3 to 5 p.m. *UC*

African Folkways in America: The Development of Regional Cultures.

FRIDAY, FEBRUARY 4

David Hackett Fisher, Brandeis University. 2090 Sidney Smith Hall. 3 to 5 p.m. *American Studies Committee*

Plant Life in the Deep Sea.

FRIDAY, FEBRUARY 4

Holger Jannasch, Woods Hole Oceanographic Institution. B142 Earth Sciences Centre. 3:30 p.m. *Botany*

The Canadian Black Experience.

MONDAY, FEBRUARY 7

Prof. Agnes Calliste, St. Francis Xavier University; and Peggy Bristow, Ontario Institute for Studies in Education; Diversity in the Canadian Curriculum series. Croft Chapter House. 12 noon to 2 p.m. *UC*

A Physical Educator's Perspective on the Determinants of Health.

MONDAY, FEBRUARY 7

Prof. Genevève Rail, University of Ottawa. 330 Clara Benson Building. 3:30 to 5:30 p.m. *Physical & Health Education*

Representations of Restructuring in the Meatpacking Industry of Victoria, Australia.

TUESDAY, FEBRUARY 8

Prof. Rod Francis, Monash University; Taylor/subterranean series. 2125 Sidney Smith Hall. 2:30 to 4 p.m. *Geography*

Room Temperature, CW Blue-Green II-VI Semiconductor Diode Lasers: Engineering Challenges and Device Physics.

TUESDAY, FEBRUARY 8

Prof. Arto Nurmikko, Brown University. 134 McLennan Physical Laboratories. 4 p.m. *OLLRC*

Supercritical Fluid Extraction in the Food Industry.

WEDNESDAY, FEBRUARY 9

Prof. Sied S.H. Rizvi, Cornell University. 119 Wallberg Building. 12:30 p.m. *Chemical Engineering & Applied Chemistry*

Gender Rites and Rights: The Bio-Politics of Beauty, Fertility and Eroticism.

WEDNESDAY, FEBRUARY 9

Prof. Kathryn Morgan, Department of Philosophy; Philosophical Perspectives on Bioethics series. Room 936, 215 Huron St. 4 to 5:30 p.m. *Bioethics and Philosophy*

Management of Non-Linear Ecological Systems.

THURSDAY, FEBRUARY 10

Prof. Scott Slocum, Wilfrid Laurier University; Mankind in Non-Linear Systems series. 211 Haultain Building. 3 p.m. *IES*

Martyrs of Medicine: The Politics of Self-Experimentation in American Medical Research, 1919-1945.

THURSDAY, FEBRUARY 10

Prof. Susan Lederer, Pennsylvania State College of Medicine; Hannah seminar for the history of medicine. Seminar room, 88 College St. 4 to 6 p.m.

On Establishing the Authority of a Text: The Case of the Lotus Sutra.

FRIDAY, FEBRUARY 11

Prof. Neil McMullin, Department for the Study of Religion. Combination Room, Trinity College. 2:30 p.m. *Trinity and Study of Religion*

The Role of Remote Sensing in Environmental Change Studies of the Canadian Arctic.

FRIDAY, FEBRUARY 11

Prof. Ellsworth LeDrew, University of Waterloo; Taylor/subterranean series. 101 Physical Geography Building. 4 p.m. *Geography*



MEETINGS & CONFERENCES

Voyages & Discoveries.

TUESDAY, FEBRUARY 1 TO

SATURDAY, FEBRUARY 5

University College Symposium 16. All events in 179 University College unless otherwise stated.

TUESDAY, FEBRUARY 1

Narrative Voyages into the Future: Marcel Proust, Anthony Powell, Hugh Hood. 10 a.m.

Flaubert's *Par les champs et par les grèves*. 11 a.m.

Henry Fielding's *Journal of a Voyage to Lisbon*. 12 noon.

From Vagabond to Missionary: Pierre Chaumonot in France, Italy & Canada (1611-1693). 1 p.m.

Discovering Radisson: A Renaissance Adventurer & His Journals. 2 p.m.

Louis Caron's *L'Emmitoufle*: The Forced Voyage. 3 p.m.

WEDNESDAY, FEBRUARY 2

Invention of Discovery & Discovery of Invention: The Tasaday & Other Anthropological Hoaxes. 10 a.m.

On the Causes of Schizophrenia: Dark Regions of the Brain & Human Behaviour. 11 a.m.

Caryle Churchill: Attempting to Cross a *Mad Forest*. 12 noon.

A Gay's Man Endless Journey Out of the Closet. 1 p.m.

Strehler's Book: Prospero's Voyage & Its Log. 2 p.m.

Romantic Operatic Voyages. 3 p.m.

Music recital: A Musical Voyage, with graduate performance students from the Faculty of Music. 240 University College. 4 p.m.

THURSDAY, FEBRUARY 3

Biographer and/as Subject. 10 a.m.

The Traveller's Tale. 11 a.m.

Voyages, Botanists & "Amorosos": On the Politics of Flower Collecting in the South Pacific. 12 noon

John Stuart Mill: Travels with a Donkey. 1 p.m.

The Voyages of Captain Cook. 2 p.m.

D.H. Lawrence: Journeys as a Search for the Authentic. 3 p.m.

Film: *Falling Down*. 4 p.m.

FRIDAY, FEBRUARY 4

Darwin's Voyage of Discovery. 10 a.m.

Clements Markham's Travels in Peru, 1852-53. 11 a.m.

The Greening of a Gringo. 12 noon.
Ulysses the Navigator. 1 p.m.
The Magical Kingdom of Magic Squares. 2 p.m.
Mathematical Discovery: The Story of Ramanujan. 3 p.m.

SATURDAY, FEBRUARY 5

Harold Innis at 100: Reflections on His Intellectual Journey; sponsored by UCAA. 10 a.m.

Luncheon following panel discussion; sponsored by UCAA. Croft Chapter House. Tickets \$15 from Dina Garcia, 978-2968.

Crossing Borders: Bridging Communities.

WEDNESDAY, FEBRUARY 2 TO

SUNDAY, FEBRUARY 6

FOOT (Festival of Original Theatre), a conference/arts festival. Robert Gill Theatre, 3rd floor, Koffler Student Services Centre.

WEDNESDAY, FEBRUARY 2

The Place of Practical Theatre, panel discussion. 8 p.m.

THURSDAY, FEBRUARY 3

Outskirts: "Art" in Cultural Context.

Opera Reaches Out: The Canadian Opera Company in the Toronto community; The Experimental Theatre and Its Place in Canadian Society; The Fringe Formula: The New Populist Theatre's Effect on the Community. 11 a.m. to 12:30 p.m.

Performing Histories: Cultural Contexts in "Art."

Internment and Aftermath: Japanese-Canadian Women's Voices in Pre- and Post-Redress Canada; Traditional Theatre in Africa from the Ritual to the Stage: Context, Pretext; The Booger Dance: Representations of the Other in Native Canadian Theatre. 1:15 to 2:45 p.m.

Dance Demonstrations by Sudharsham Durayiappah. 3 to 3:45 p.m.

Language, Narrative and the Creative Subject.

Speaking Action: Narrative in the Theatre of Margaret Hollingsworth; August Stramm: The Enigmatic Burgher; Creativity and Cognition. 4 to 5:30 p.m.

Performance program A: *People Like Us, Soul Doubt, Dreams of the Goddess, The Archaeology of Love and Other Dead Things*. 7 to 11 p.m.

FRIDAY, FEBRUARY 4

Dancing on the Border: Gender, Culture and the Myths of Authority.

The Princess, The Selki and the Unicorn: Reclaiming the Fairytale in Canadian Women's Drama; The Eroticism of Transgression: Images of Identity and Authority in Genet's *The Maids* and *The Balcony*; Post-Plaster: Cracking k.d. lang's Mask. 11 a.m. to 12:30 p.m.

Play reading: *Borders*. 12:45 to 1:15 p.m.

Adaptions and Appropriations.

Performance Formation: Crossing Borders between Theatre and Cinema; Following *The Dwarfs* across the Borders: A Consideration of Harold Pinter's Cross-Media Adaption; Cross-Border Shopping: The Recent American Adaptions of *La Femme Nikita* and *The Vanishing*. 2 to 3:30 p.m.

Play reading: *Growing up in Acadie*. 3:45 to 4:45 p.m.

Performance program B: *Tongues, My Head for Clearer Thinking, Ars...Brevis: A Triptych, A Gay Witch's Brew*. 7 to 11 p.m.

EVENTS

SATURDAY, FEBRUARY 5

Play reading: *The Glass Slipper*. 12 noon to 1 p.m.

Criticizing Theory: Theorizing Criticism. Playing with Bakhtin: The Dialogics of Metadrama and Performance; Food not Freud: Dialectical Acting for North Americans; The Best of Intentions: Validating Theatrical Criticism in the Postmodern Era. 1:15 to 2:45 p.m.

Play reading: *Transformations*. 3 to 3:30 p.m.

Voice demonstration: 3:45 to 4:45 p.m.

Performance program A (see Thursday schedule for details). 7 to 11 p.m.

SUNDAY, FEBRUARY 6

Performance program B (see Friday schedule for details). 1 to 5 p.m. Festival information and ticket prices call Shelley Scott: 978-7987. Graduate Centre for Study of Drama

Policies and Realities: Minorities in the Baltic Republics.

SATURDAY, FEBRUARY 5

A symposium. Speakers will include official representatives of the Baltic republics and scholars from various universities and institutions. George Ignatieff Theatre, 14 Devonshire Place. 9:30 a.m. to 4 p.m. Tickets \$15, students and seniors \$12. Information: 978-6291 or 465-5055.

Molecular Oncogenesis.

TUESDAY, FEBRUARY 8

A symposium; in conjunction with Keith visiting professorship in neurosurgery. Main auditorium, Toronto Western Hospital. 1 to 5 p.m.

University Affairs Board.

TUESDAY, FEBRUARY 8

Council Chamber, Simcoe Hall. 4 p.m.

Academic Board.

THURSDAY, FEBRUARY 10

Council Chamber, Simcoe Hall. 4:15 p.m.

Irish Emigration and Canadian Settlement.

SATURDAY, FEBRUARY 12

The Irish in Canada: An Overview, David Wilson, St. Michael's College; Irish Palatines in Ontario, Carolyn Heald, Archives of Ontario; People of Two Worlds, Catharine Wilson, University of Guelph; The Last Irish Migration to Canada, Gerard Moran, Dublin; "A Place to Stand": Ontario's Irish Catholics, Mark McGowan, St. Michael's College. Room 400, Alumni Hall, St. Michael's College, 121 St. Joseph St. 9:15 a.m. to 4 p.m. Registration fee: \$30. Information: 926-7145.



MUSIC

FACULTY OF MUSIC EDWARD JOHNSON BUILDING

Thursday Noon Series.

THURSDAY, FEBRUARY 3

Music by student string chamber ensembles. Walter Hall. 12:10 p.m.

Faculty Recital Series.

SATURDAY, FEBRUARY 5

William Aide, piano. Water Hall. 8 p.m. Tickets \$10, students and seniors \$5.

Faculty Artist Series.

WEDNESDAY, FEBRUARY 9

Jazz Performance teaching staff. Walter

Hall. 8 p.m. Tickets \$15, students and seniors \$10.

ROYAL CONSERVATORY OF MUSIC

Royal Conservatory Orchestra.

FRIDAY, FEBRUARY 4

José-Luis García, director. Concert Hall. 8 p.m. Tickets \$9, students and seniors \$6.

Music Appreciation Series.

WEDNESDAY, FEBRUARY 9

Stephen Satory, piano. Concert Hall. 8 p.m. Tickets \$9, students and seniors \$6.

Sunday Family Series.

SUNDAY, FEBRUARY 13

Scott Paterson and Friends. Concert Hall. 2 p.m. Tickets \$9, students and seniors \$6.

PLAYS & READINGS

Into the Woods.

WEDNESDAY, FEBRUARY 2 TO

SATURDAY, FEBRUARY 5

Music and lyrics by Steven Sondheim; book by James Lapine. Leigha Lee Browne Theatre, Scarborough College. 8 p.m. Tickets \$8. Reservations: 287-7189.



EXHIBITIONS

SCHOOL OF ARCHITECTURE & LANDSCAPE ARCHITECTURE DESSA: Contemporary Architecture in Slovenia.

TO FEBRUARY 3

Showcases most recent developments in the architecture of Slovenia.

Prague: Secret Fire.

FEBRUARY 7 TO FEBRUARY 24

Exhibition by Tabula Rasa. The Gallery, 230 College St. Gallery hours: Monday to Friday, 9 a.m. to 5 p.m.

THOMAS FISHER RARE BOOK LIBRARY

Fiat Lux: Medieval Manuscripts and Early Printed Books in the Thomas Fisher Rare Book Library.

JANUARY 31 TO APRIL 1

A survey of some of the intellectual activity of the Middle Ages through contemporary texts. Hours: Monday to Friday, 9 a.m. to 5 p.m.

ROBERTS LIBRARY

Cuban Santería: An African Religion in the Americas.

FEBRUARY 1 TO FEBRUARY 27

Explores the ancient Yoruban-origin religion, Santería. Main Display Area. Hours: Monday to Friday, 8:30 a.m. to midnight; Saturday, 9 a.m. to 10 p.m.; Sunday, 1 to 10 p.m.

SCARBOROUGH COLLEGE Lee L'Clerc.

FEBRUARY 2 TO FEBRUARY 16

Recent paintings concerned with inscription, text and writing. The Gallery. Gallery hours: Monday to Friday, 11 a.m. to 4 p.m.

JUSTINA M. BARNICKE

GALLERY HART HOUSE

The Different Faces of

Expression: The Obvious and the Ambiguous.

FEBRUARY 3 TO MARCH 3

Kosso Eloul, sculpture. Both Galleries. Gallery hours: Monday to Friday, 11 a.m. to 7 p.m.; Saturday and Sunday, 1 to 4 p.m.



MISCELLANY

Aboriginal Studies Week.

MONDAY, JANUARY 31 TO

FRIDAY, FEBRUARY 4

Aboriginal Studies Week program:

MONDAY, JANUARY 31

Opening ceremony with Fred Kelly and The Eagle Heart Drummers; The Indigenous Vision for University Education, lecture by Fred Kelly; Panel discussion with aboriginal students. Helen Gardiner Phelan Playhouse. 1:10 p.m. Kanehsatake: 270 Years of Resistance, film screening sponsored by University College. 179 University College. 5:10 p.m.

TUESDAY, FEBRUARY 1

Oral Tradition and the Sophisticated Mind, lecture by Joe Couture. 2108 Sidney Smith Hall. 11:10 a.m. Open house at First Nations House, North Borden Building. 3 to 5 p.m. Native Self-Government: A Reality for the 90s, Ovide Mercredi. Convocation Hall. 5 p.m. Tickets: 978-8227.

WEDNESDAY, FEBRUARY 2

Health and Medicine, lecture by Danny Beaton. 3 Northrop Frye Hall. 11:10 a.m. Indigenous Science: Perspectives and Applications, lecture by Henry Lickers. 2108 Sidney Smith Hall. 1:10 p.m. Moonlodge, performance by Margo Kane. Helen Gardiner Phelan Playhouse. 8 p.m. Tickets: 978-8099.

THURSDAY, FEBRUARY 3

Moonlodge, performance by Margo Kane. Helen Gardiner Phelan Playhouse. 1:10 p.m. Tickets: 978-8099. Native Issues in the University Curriculum, lecture by John Mohawk; sponsored by UC. Croft Chapter House. 3:10 p.m. Tomson Highway reads from his new play Rose. Helen Gardiner Phelan Playhouse. Tickets 978-8099.

FRIDAY, FEBRUARY 4

Native Studies at U of T: Appropriation or Understanding? panel discussion; closing ceremony with Fred Kelly and The Eagle Heart Drummers. 1:10 p.m.

Bridge Club.

TUESDAY, FEBRUARY 1

Meet the club and stay for a novice class or join a duplicate game. Map Room, Hart House. 6 p.m. Information: 978-2446.

Celebrity Brunch Series.

SUNDAY, FEBRUARY 6

Guest speaker: Michael Burgess, actor. Faculty Club, South Building, Erindale College. 10 a.m. Tickets \$12, students \$8. Tickets and information: 828-5286. Residence Dons of Erindale College



DEADLINES

Please note that information for Events listings must be received in writing at The Bulletin offices, 21 King's College Circle, 2nd floor, by the following times:

Issue of February 14, for events taking place Feb. 14 to 25: MONDAY, JANUARY 31.

Issue of February 28, for events taking place Feb 28 to March 14: MONDAY, FEBRUARY 14.

American Studies Committee

presents a seminar series

REPRESENTING AMERICA

★★★★★★★

"African Folkways in America: The Development of Regional Cultures"

PROFESSOR DAVID HACKETT FISHER,
Brandeis University

Friday February 4, 3 - 5 p.m. Sidney Smith 2090

★★

"Beyond the Neighbourhood of Nostalgia: Lessons on Urban Community from Nineteenth- Century New York City"

PROFESSOR KENNETH A. SCHERZER
Middle Tennessee State University

Friday March 4, 3 - 5 p.m. Sidney Smith 2090

★★



UNIVERSITY OF TORONTO

Department of Computer Science Colloquia

A Series of Distinguished Lectures on

Computer Science: Its Theory, Practice, Applications, and Implications

January - March 1994

- January 25 David Maier, Oregon Graduate Institute
Storage System Architecture for Continuous Media Data
- February 1 Hank Levy, University of Washington
Address Spaces Considered Harmful
- February 8 James Kajiya, California Institute of Technology
Combining Surface Elements for Modeling Complex Surfaces
- February 21* Ben Shneiderman, University of Maryland
Visual Information Seeking: Tight Coupling of Dynamic Query Filters with Starfield Displays
- March 1 Ric Holt, University of Toronto
Software Landscapes: A Visual Architecture for Developing Large Software
- March 8 Brad Silverberg, Microsoft
Microsoft Operating Systems Strategy Overview
- March 29 Ray Reiter, University of Toronto
Cognitive Robotics

This lectures series is sponsored by the Department of Computer Science of the University of Toronto and by the Information Technology Research Centre of the Province of Ontario.

All lectures, except Professor Shneiderman's, take place on Tuesdays from 11 a.m. to noon in Sandford Fleming 1105, 10 King's College Road. Refreshments will be served in the area outside SF1105 from noon to 12:30 p.m.

*This lecture takes place on Monday, February 21 in Fitzgerald 103, 150 College Street at 11 a.m. to noon.

A new spirit
of giving



Instructional & Research Computing invites you to an **Open House**

We will demonstrate:

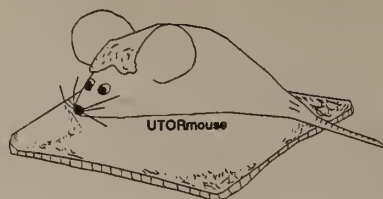
INSTRUCTIONAL TECHNOLOGY

- multimedia • adaptive technology • Internet • digital video technology •
- digital audio (voice) technology •

HIGH PERFORMANCE & RESEARCH COMPUTING

- distributed computing • mathematical software • massively parallel processing •
- statistical software • visualization of scientific data •

on various platforms in the new Multimedia/Visualization Lab



Thursday, February 10 10 a.m. to 4 p.m. 4 Bancroft Avenue Room 201

NOTICE OF OFFENCE

In accordance with the recommendation of the University Tribunal, I am publishing the following Notice of Offence and the sanctions imposed.

The charges against the student were:

1. that on or about January 28, 1993 he did represent as his own in an academic work and submitted for credit, an idea or an expression of an idea or work of another and/or he aided, assisted, abetted, counselled or conspired with another person to represent as his own in an academic work submitted for credit an idea or an expression of an idea or work of another, contrary to Sections B.I.1.(d) and B.II.1.(a) of the University of Toronto Code of Behaviour on Academic Matters; and
2. that on or about January 28, 1993 he did obtain unauthorized assistance in connection with an academic work or aided, assisted, abetted, counselled or conspired with another person to obtain unauthorized assistance in connection with an academic work, contrary to Sections B.I.1.(b) and B.II.1.(a) of the University of Toronto Code of Behaviour on Academic Matters.

In particular, he submitted as his first assignment in CSC 158S a computer printout with his name on it in which each program line, the order of the program lines, the approach to the problem, syntax error and programming techniques of the assignment he submitted were exactly the same as those in the assignment submitted by a fellow student on or about January 28, 1993. In addition, the use of random variables in the assignment that he submitted was virtually the same as those in the assignment of that fellow student.

The jury accepted his guilty plea and agreed unanimously to impose the following sanctions:

- a written reprimand, with a notation of this reprimand to be recorded on his transcript for a period of two years;
- assignment of a grade of "0" in CSC 158S;
- reporting of this decision and the sanctions imposed to the Vice-President and Provost for publication in the University newspapers.

Professor A. Sedra
Vice-President and Provost

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AGING & VISION



Subjects are wanted to participate in a study of aging and vision. Subjects must be 60 years or older, with relatively good eye health (e.g., no glaucoma, cataracts, or age-related maculopathy). If you do not have an eye-disease, but feel that your vision is not what it used to be, don't worry: You are exactly the kind of person we are looking for. The experiment is being conducted in the Department of Psychology at the University of Toronto. Subjects will be paid for their participation. For more information, please contact Dr. Allison Sekuler or Dr. Patrick Bennett at 978-1539.

Centre for Russian and East European Studies
presents

"Central and East Europe in Transition: The Interplay of Social, Political, and Economic Forces"

Dr. Leszek Balcerowicz

Leszek Balcerowicz, Poland's Finance Minister and Deputy Prime Minister between 1989 and 1991, is the author of that country's "Shock Therapy" program of economic reform. He is the author of 800 Days: Managed Shock and Eastern Europe: Economic, Social, and Political Dynamics. He is currently working in the Policy Research Department and Financial Sector Development Department of the World Bank, Washington, DC, where he is studying financial reform and macropolicy in the transition economies.

FRIDAY, FEBRUARY 4, 1994, 2:00 pm

Governing Council Chamber, Simcoe Hall (27 King's College Circle).

Admission is free. Tickets can be reserved by phoning 978-3330.



**DEPARTMENT FOR THE STUDY OF RELIGION
CENTRE FOR THE STUDY OF RELIGION**

CONFERENCE 10 - 12 FEBRUARY 1994

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Lectures by scholars in Sikh studies
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Panels situating the study of the Sikh tradition
in the context of the academic study
of religious traditions

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CLASSIFIED

A classified ad costs \$15 for up to 35 words and \$.50 for each additional word (maximum 70). Your phone number counts as one word, but the components of your address will each be counted as a word. No charge for postal code. A cheque or money order payable to **University of Toronto** must accompany your ad. Ads must be submitted in writing, 10 days before *The Bulletin* publication date, to **Nancy Bush, Department of Public Affairs, 21 King's College Circle, 2nd Fl., Toronto, Ontario M5S 1A1.** Ads will not be accepted over the phone. To receive a tearsheet and/or receipt please include a stamped self-addressed envelope. For more information please call: 978-2106.

ACCOMMODATION RENTALS AVAILABLE — METRO & AREA —

Re-opened listing! Apartment available. 6-month furnished rental. Yonge/Eglinton area. Large two-bedroom apartment with parking. Utilities included. Available March — August. \$1,000/month. Call: 322-3731.

Leaside — 104 Southvale Drive (near Bayview and Moore). 3-bedroom, 1-bath, detached house, family room, sun-room, large fenced yard, garage, 5 appliances. March 1. \$1,650 per month, yearly lease. 421-0680 or (919) 732-2071. langen@math.duke.edu

Toronto house for rent during sabbatical, 5 min. to subway, furnished, 3 bedrooms, 2 baths, rec room, quiet area. \$1,200/month + utilities. Starting approximately Sept. 1, 1994 to Aug. 15, 1995. (416) 699-3924 (evenings) or (416) 736-2100 ext. 66640 (days).

Short-term Annex. Fully equipped and furnished one-bedroom. 5 appliances plus linens. Immaculate, smoke- and pet-free. Parking. Walk to U of T, ROM, Yorkville. \$300 per week. Phone 967-6474.

Ideal home for sabbatical visitor. Walking distance to subway, 20 minutes ride to U of T. Detached, fully equipped, furnished house with finished basement and garage. A few minutes' walk to school, swimming pool, skating arena and shopping area. 2 bedrooms upstairs, 1 large bedroom downstairs, 1½ bathrooms. Call 239-0115.

St. George Mews: new luxury condominium at subway. One bedroom/den, six appliances, venetians. Available February 1. \$900 monthly. Parking available. Would suit quiet non-smoker. No pets. Telephone/message, 694-4440.

Bay/Gerrard. One-bedroom condo. \$1,000/month. Available February. Call: 828-3974 (days), 828-4068 (evenings).

Annex. Willcocks Street: furnished 1-bedroom, fireplace, eat-in kitchen, washer, dryer, cable, deck, pretty English garden, \$1,375, April 1. Also Brunswick Avenue:

furnished 1-bedroom, cable, washer, dryer, deck, \$1,100, April 1. 928-5956.

House for rent. 4 bedrooms, 3 bathrooms, detached, with nanny flat. Fully renovated & furnished. Walk out to deck and garden. Extras include TVs, stereo, micro, Jacuzzi. 30 minutes TTC to U of T. Near beach, rec centre. Seeking professional family. \$1,600 - \$1,800/month +. 463-6993.

Apartment for lease to non-smokers at North York Centre/Yonge. Earl Haig School area; quiet street, one and a half blocks to subway; spacious (1,000+ square feet), second floor of well-maintained home includes 2 bedrooms, 2 full bathrooms (one en suite), eat-in kitchen, parking, laundry facilities. \$950/month plus utilities. If larger quarters needed, third floor is available as well. Call (905) 889-7495.

House for rent Bluffs area. July 1994 to July 1995. Privacy plus, ravine lot, lake view. 3 bedrooms, furnished. Close to schools, TTC and GO train. \$1,600/month plus utilities. Call 261-4904 (home) or 396-7893 (business).

High Park. Furnished two-bedroom house, newly renovated, finished basement, sunny verandah, two washrooms, garden, microwave, washer, dryer, street parking. Minutes to subway and shopping. One year, end of July (negotiable). \$1,600 inclusive. 763-6246.

Prestigious location (St. Clair and Avenue Road). Brand-new one-bedroom apartment, 3rd floor, balcony, private entrance, parking, heating, hydro included. Housekeeping provided. Non-smoker. Call G. Zuntini at 920-2674 after 7:00 p.m.

Large one-bedroom furnished flat. To sublet March/April + (May negotiable). Fully equipped large kitchen, living-room with fireplace, music room with piano, Jacuzzi bath, laundry room. \$250/week or \$1,000/month inclusive. Non-smoker(s) preferred. Call Veronica at 531-3269.

College/Dovercourt. New, bright, spacious, studio basement apartment. Steps to West-End YMCA and College streetcar. Near University of Toronto. Laundry. Would suit quiet non-smoker. Immediate. \$575 inclusive. 535-2678.

ACCOMMODATION RENTALS REQUIRED

Sabbatical house, July — December 1994 for Australian couple, two children. Non-smoking, pets no problem. Keen gardeners. Have own Melbourne house to swap or rent but not necessary. First instance contact David Coburn, 978-7513.

Reliable housesitters. Young professional couple (MD, photographer) seeking housesitting opportunity in metro Toronto July 1, 1994 — July 1995. References available. Please call Leah at (312) 508-9530.

ACCOMMODATION SHARED

Central, cozy, well-kept, 3-bedroom, 2-bath, furnished home with cat. 2 rooms available, \$550/\$450 incl. cleaning lady, air, storage, garage, security. No smoking/pets; prefer clean, tidy, considerate person. Immediate. 324-9533.

Annex 2-bedroom apartment to share. Female non-smoker only. 10 minutes from U of T. Large apartment (two floors, dining-room, living-room) so there's privacy. Also fireplace, balcony, exposed brick. \$550/month inclusive. 920-3239.

Yonge/Eglinton area. Person to share modern 3-bedroom, 2½ bath townhouse, parking. Non-smoker; would suit professional or mature graduate student. \$500 utilities included. 440-0592.

ACCOMMODATION OVERSEAS

Sabbatical in Avignon. Wonderful 4-bedroom, 2-bathroom, renovated mas; secluded but not isolated, totally furnished & equipped; tremendous views; 850 metres down country lane to village schoolhouse, teacher fabulous to Canadian children. \$1,250/month plus utilities. September 1994 to June 1995, long let only. 978-8637 (days), 928-0122 (evenings).

Paris-Montmartre. Beautiful, spacious, two-bedroom, furnished apartment (six major

appliances). Luxury bathroom. Sunny, quiet, newly renovated. Large garden, digicode, excellent shopping/transportation (25 minutes from Louvre). No pets, smoking. \$2,000 monthly (long-term). 978-4882.

Paris apartment. Fully furnished 2-bedroom, modern apartment, bright, quiet, well-heated, at subway. Elevator, washer, TV, linens, dishes. Mid-August or September 1, 1994 — June 1995. \$1,350/month all inclusive. (416) 481-2423.

BED & BREAKFAST

Annex — Bernard/Madison. Award winning English Corner House. Immaculate, quiet, smoke- and pet-free. We serve healthy homemade breakfasts catering to dietary restrictions. Walk to U of T. Parking. Double \$80, single \$65. Phone 967-6474.

VACATION / LEISURE

Ski St. Sauveur, Quebec! Fully furnished chalet at base of Mt. Sauveur for rent. Near Mt. Tremblant, 5½ hours from Toronto, 30 minutes north of Montreal, sleeps 8, fireplace. Excellent dining & boutique shopping. Call Carol 978-1733 for weekly rates.

WORD PROCESSING

Word processing, typing & printing. Fast and accurate typing, formatting and laser printing by a skilled typist with 15 years' experience in business and academia. No project too big! \$1.75 per page. Call 601-9528.

MISCELLANY

PERSONAL COUNSELLING in a caring, confidential environment. U of T staff extended health care benefits provide excellent coverage. Dr. Ellen Greenberg, Registered Psychologist. The Medical Arts Building, 170 St. George Street, 961-3683.

ACCENT NEED ADJUSTMENT? Communications enhancement courses in speaking and writing for English as Second

Language Speakers with good language skills. Groups of 6-8. Over 2,500 satisfied graduates. Now in its 8th year. Gandy Associates. 533-1933.

Mount 'n Seal. Shrink-wrap picture framing. Attractive and affordable. Call 423-9975 for locations.

Psychologist providing individual, group and couple therapy. Personal and relationship issues. U of T extended health plan covers psychological services. For a consultation call Dr. Heather A. White, 535-9432, 140 Albany Ave. (Bathurst/Bloor).

Registered Psychologist specializing in individual and couples therapy. Excellent coverage for U of T staff through extended health care benefits. Dr. Gale Bildfell, 114 Maitland St. (near Wellesley and Jarvis). 972-6789.

Give your writing the attention it deserves. Call the Freelance Editors' Association of Canada, (416) 778-7724. We'll find you an editor who knows your field — and ours.

Tavern in the Town: Early Inns and Taverns of Ontario by Margaret McBurney and Mary Byers, published by University of Toronto Press. Anyone with a copy of this book in good condition to sell will find an interested buyer by calling 978-2102.

Registered Massage Therapist/Feldenkrais Practitioner, covered by extended care, offers relaxing table-work at St. George/Bloor. Will also do on-site (at office) assessment and support to remedy work-related aches. Call Shelley Duke, RMT, 485-5975.

VOLUNTEERS NEEDED — REMUNERATION PROVIDED. Men aged 50-70 are needed for a one-day cholesterol study. If you are healthy or if you have diabetes not treated with insulin and wish further information call 340-3108.

Psychoanalysis and psychotherapy for anxiety, depression, family and relationship problems. Covered by U of T staff extended health care benefits. Dr. Sarah Ushe: Registered Psychologist, 170 Bloor Street West (at Avenue Road). 923-7997.



UNIVERSITY
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February 1-5 1994
All Welcome in UC179



Together
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International Development Week February 6 to 12, 1994

What is life like beyond our borders? Learn more about the cultures and people of Africa, Asia, Latin America and the Caribbean at your local bookstore. The best fiction and reference books will be part of International Development Week displays at participating bookstores across Canada.



Self-sufficiency through literacy in the developing world

A special International Development Week project organized by CODE and the Canadian Bookellers' Association. For information, call 1-800-661-2633

RESEARCH NOTICES

For further information and application forms for the following agencies, please contact ORS at 978-2163.

GENERAL

CANADIAN INTERNATIONAL DEVELOPMENT AGENCY

CIDA's new university partnerships in cooperation and development (UPCD) program replaces other initiatives previously funded through CIDA's ICDS division. The five-year program consists of two interrelated initiatives: tier 1 programs and tier 2 projects. In the strategy developed by the provost and the vice-president (research and international relations) it was decided that U of T would compete for a tier 1 program. According to the criteria of the UPCD program, institutions which hold a tier 1 program may hold one tier 2 project as a lead and one other tier 2 project as lead of a consortium. As well, a successful tier 2 project's activities will be completely separate from the tier 1 program. Tier 2 guidelines for project submissions (up to \$750,000/five years) and microfunds submissions (up to \$5,000) are now available through the Institute for International Programs (978-1870 or 978-4800). Since only two proposals from each university may go forward for each of the microfunds and project funding, a peer review committee will review and nominate the proposals to be submitted. The deadline for tier 2 microfund applications at IIP is February 18; for tier 2 project proposals, May 16.

THE CORPORATE-HIGHER EDUCATION FORUM

Nominations are invited for either Bell Canada-Forum awards or Xerox Canada-Forum awards for respectively, outstanding researchers in cooperative research of major significance or remarkable achievement in facilitating corporate-university research cooperation. Deadline is March 1.

ERNEST C. MANNING AWARDS FOUNDATION

The foundation salutes outstanding Canadian innovators for having conceived of and developed new concepts, procedures, processes or products of benefit to Canada. Nominations are invited for the principal award, the award of distinction and two innovations awards. Nominees must be Canadian citizens resident in Canada. Further information may be obtained from Monique McNaughton at UTRS, 978-7833. Deadline at the foundation is February 11.

ROYAL BANK OF CANADA

Nominations are invited for the Royal Bank award which recognizes outstanding accomplishments that have made an important contribution to human welfare and the common good through the natural and social sciences; the arts and humanities; the business and industrial communities. Deadline is February 28.

HUMANITIES & SOCIAL SCIENCES

ASSOCIATION FOR CANADIAN STUDIES

The purpose of the awards of merit is to honour continuous and significant contributions of individuals, groups or organizations to the development and/or dissemination of Canadian Studies. Deadline for nominations is March 1.

MEDICINE & LIFE SCIENCES

BANTING RESEARCH FOUNDATION

The foundation provides grants to individuals for the support of research in the biological sciences which may have potential importance for medicine. Preference is given to young investigators for the establishment of new projects. Updated 1994 application forms and related guidelines are available from UTRS. Deadline is March 1.

CROHN'S & COLITIS FOUNDATION OF CANADA

The foundation supports qualified investigators to establish and pursue research on intestinal structure and function relative

to inflammatory bowel disease.

Investigators who hold an academic appointment in a Canadian university in a faculty of medicine, nursing, pharmacy or veterinary medicine are eligible to apply for grant support. Where an applicant does not hold an academic appointment at the time of submission, a covering letter from the dean of the faculty must be included with the application, indicating the position and effective date of appointment. Investigators in faculties other than the health sciences may also apply if the proposed research is directly relevant to the foundation's work. Deadline is March 1.

DYSAUTONOMIA FOUNDATION INC.

The foundation is interested in applications relating to early embryonic development of the autonomic and sensory nervous systems and to molecular genetic studies specific to familial dysautonomia. Investigators are reminded that an indirect cost component of 10 percent is permitted by the foundation and application budgets must include the full percentage allowed. Deadline is March 15.

FIGHT FOR SIGHT, INC. (US)

Support is available for research in ophthalmology, vision, and related sciences under the following programs: grants-in-aid; post-doctoral fellowships; and student fellowships. Only one application for each type of award will be accepted from an investigator's laboratory. There are no citizenship requirements, however, applications from foreign nationals for research studies outside the US or Canada will be considered in instances where requests are unique in concept or where circumstances provide exceptional opportunities for proposed research. Applications from Americans or Canadians who wish to study abroad are considered if the investigation cannot be carried out as effectively in the US or Canada. Deadline is March 1.

HEALTH & WELFARE CANADA

The Children's Bureau/Partners for Children Fund has announced that the fund's resources have now been allocated and as a result the cycle 4 competition has been cancelled.

HEALTH & WELFARE CANADA/NHRDP

Applicants and supervisors are advised that the NHRDP 1994 MSc and PhD training fellowship competition deadline has been changed to March 1. The new application form NHW-SNB 632 (1-93) is mandatory for 1994. These forms and the accompanying guidebook are available from UTRS and the research office of the Faculty of Medicine. Applicants are reminded that all the required documentation including transcripts must now be submitted with the application form.

The seniors' independence research program (SIRP) has announced a competition to establish up to 11 programs of applied research on health, social and economic issues related to seniors' independence. The programs are intended to stimulate collaborative, multidimensional and multidisciplinary applied research in four major theme areas: financial, income and fiscal issues; evaluation and comparison of programs, systems, models of care, services and activities designed to support independence of seniors; medication use in the seniors population; and mutual aid/self-help, self-care. Each program may receive up to \$200,000 per year for up to 3.5 years. Applicants are encouraged to explore other complementary funding sources to assist with the cost of these programs. Demonstration costs, individual research projects and proposals that deal uniquely with the evaluation of specific technical or technological devices are not eligible. Further details

and the application format are in the H&WC/NHRDP Seniors' Independence Research Program booklet. Deadline is March 23.

As part of the Canada's drug strategy — phase II, NHRDP has announced a program of targeted research aimed at reducing harm caused by substance abuse to individuals, families and communities. The scope or definition of "substance" includes alcohol, inhalants and drugs including pharmaceuticals and those termed as "illicit" or "street drugs." The populations targeted in phase II are: children (7-12), youth (13-17) and young adults (18-24); women; seniors; off-reserve aboriginal peoples; and persons who drive while under the influence of alcohol and/or other drugs. Further details on the priorities and application format are in the H&WC/NHRDP Special Competition Canada's Drug Strategy — Phase II Announcement No. 035. Deadline is March 31.

JUVENILE DIABETES FOUNDATION INTERNATIONAL/CANADA

JDF International supports research into the causes, treatment, prevention and cure of diabetes and its complications.

Funding is available for research grants, career development awards and post-doctoral fellowships. JDF assists institutions to provide proper laboratory and clinical investigation facilities and to this end permits an indirect costs allowance of up to 10 percent of total direct costs, excluding equipment on research grant budgets. Investigators are reminded that the full 10 percent must be included in the budget allocation. A revised application package is available from either UTRS or the research office of the Faculty of Medicine. Applicants are also reminded that a copy of the first two pages of a research grant application must be received by Feb. 15. Full application will not be accepted without this prior copy. Deadline is March 1 (full application).

MEDICAL RESEARCH COUNCIL

MRC will consider funding clinical trials which assess the efficacy of diagnostic and therapeutic procedures as well as workshops or meetings of the prospective participants. Applications may be made for feasibility testing; pilot projects, the expenses of monitoring committees and, when specially justified, salary support for methodology design expertise and, exceptionally, for the coordination of major multi-centre trials. Application is on MRC 11. The provision of funding for university-industry trials remains the same as for MRC's regular clinical trials program; however, MRC expects that a minimum of 50 percent of the total direct cost of the trial will be defrayed by the industrial partner. Application is on MRC 51.

The MRC university-industry program is designed to foster collaboration between university and industry researchers to solve specific research problems and to help initiate focused research in the health sciences for which there is an industrial need. Support is offered under operating grants, clinical trials, research chairs, visiting programs, workshops, industrial and jointly sponsored fellowships and studentships. Specific criteria exist for eligible companies and the type of contributions which may be used under the operating, clinical trials and research chairs programs. Investigators are advised to read the current MRC Grants & Awards Guide and supplement for further details.

The university-industry visiting program is open to established members of faculties of health sciences in Canadian universities or investigators from an industry. Support is offered to facilitate visits of three to 24 months to enhance research and development and to create links between industry and universities. MRC support of is conditional upon an industrial contribution of an equal or

greater amount.

MRC is prepared to share with industry the cost of a limited number of workshops held in Canada. Requests will be considered for the support of travel and subsistence of participants, administrative costs connected with the organization of these meetings, printing costs or honoraria will not be subsidized by MRC; however this exclusion does not apply to the funds provided by the company. Application is MRC 25. MRC support is conditional upon an industrial contribution of an equal or greater amount. Deadline for all programs is March 1.

MILES/CANADIAN RED CROSS SOCIETY

Miles/CRCS invites applications for project operating grants (including seed money and small-scale clinical trials) in the area of blood products research. Candidates must be Canadian citizens and hold an appointment in a Canadian institution. Initial application is by letter of intent. Deadline is February 15.

THYROID FOUNDATION OF CANADA

The foundation supports research fellowships in the field of thyroid function and disease. The award is open to post-doctoral candidates in the life sciences although consideration will be given to those with a master's degree, working towards a doctorate with a research base related to the thyroid. The fellowship is tenable at a university or other research institute in Canada. Deadline is February 28.

For 1994 the foundation offers a limited number of summer student research scholarships tenable in Canadian medical institutions. The research project should be concerned with the thyroid gland or its related problems, be capable of completion within three months and be supervised by an investigator in the host institution with a major recognized interest in thyroid functions. Only one application will be accepted from each medical school. Interested students should contact the research office of Faculty of Medicine for details of specific internal deadlines. Deadline is February 28.

PHYSICAL SCIENCES & ENGINEERING

CANADIAN ADVANCED TECHNOLOGY ASSOCIATION

CATA invites nominations for a series of awards in recognition of exceptional contributions to the growth and competitiveness of Canada's technology industries. Awards in this series include: outstanding product achievement — for outstanding high technology engineering and development resulting in a world-class product proven in operation and having enhanced Canada's international reputation for innovation and excellence in advanced technology; emerging technology — for the recent launch of an innovative new advanced technology product, technology-based service or product utilizing emerging technologies and demonstrating superior innovation and strong market potential; and student innovation — to recognize and encourage entrepreneurs and innovators in science and technology in Canadian secondary and post-secondary schools. Deadline is March 8.

NORTH ATLANTIC TREATY ORGANIZATION

The NATO Committee on the Challenges of Modern Society fellowships program allows fellows to contribute to the work of CCSM pilot studies. The purpose of these studies is to suggest, on the basis of existing knowledge, solutions to problems relating to the natural and social environment by providing support to fellows who wish to conduct research under the guidance of pilot study directors or to work as members of the CCSM pilot study teams. The pilot studies are: dose-response analysis and biologically based risk assessment for

initiator and promoter carcinogens; impact on man and environment of the agricultural use of pesticides; integrated system for agrometeorological support; effects of large construction projects on the environment; methodology, focalization, evaluation and scope of the environmental impact assessment; air pollution transport and diffusion over coastal urban areas; technologies for the study, preservation and management of cultural resources; management of industrial toxic wastes and substances research; evaluation of demonstrated and emerging remedial action technologies for the treatment of contaminated land and groundwater; cross-border environmental problems emanating from defence-related installations and activities; deprived urban areas; protection of civil populations from toxic material spills during movement of military goods; reduction of air pollution from marine engines. Deadline is February 28.

NATO collaborative research grants give assistance with joint projects being carried out between research teams in universities or research institutions in different NATO countries (Belgium, Canada, Denmark, France, Germany, Greece, Iceland, Italy, Luxembourg, Netherlands, Norway, Portugal, Turkey, UK, US) that rely for basic costs on national funding but where the costs for the international collaboration cannot be met from other sources. The grants support travel and living expenses of investigators visiting the partner institutions abroad. All fields of science are eligible but emphasis is given to fundamental aspects rather than to technological development. Preference is given to projects where the expertise, facilities and data sources of the research teams are complementary. Awards in the range of \$6,000 are made for an initial period of one year and may be renewed. Although applications may be submitted at any time, the deadlines are March 31, August 15 or November 30.

NATO advanced research workshops (ARWs) are working meetings aimed at contributing to the assessment of existing knowledge of a topic and identifying directions for future research. They should be co-directed by a scientist from a cooperation partner country (Albania, Armenia, Azerbaijan, Belarus, Bulgaria, Czech Republic, Estonia, Georgia, Hungary, Kazakhstan, Kyrgyzstan, Latvia, Lithuania, Moldova, Poland, Romania, Russia, Slovak Republic, Tajikistan, Turkmenistan, Ukraine, Uzbekistan) and a scientist from a NATO country; they may be held in either a NATO country or a cooperation partner country, in the priority areas (disarmament/ technologies; environment; high technology; and human resources). Funding is provided to cover organizational expenses and the travel and living expenses of key speakers and partial coverage of expenses for some other participants. Applications should be submitted on the appropriate forms and may be sent at any time; they will be considered at the following meeting of the advisory panel on the priority area concerned.

The objective of NATO advanced study institutes (ASIs) is to disseminate advanced knowledge not yet in university curricula and foster scientific contacts through high-level teaching courses. An ASI is a post-doctoral-level teaching activity lasting 10 days; the meeting normally has 12 to 15 lecturers and 60 to 80 ASI students of different nationalities. Awards are available to organizers to cover organizational expenses, the costs of lecturers and part of the costs of ASI students. Apply at any time.

ROBERT A. WELCH AWARD IN CHEMISTRY

Nominations are invited for this international award which recognizes important chemical research contributions that have had a significant, positive influence on humankind. Deadline is February 1.

RESEARCH NOTICES

For further information and application forms for the following agencies, please contact University of Toronto Research Services (UTRS) at 978-2163.

UPCOMING DEADLINES

FEBRUARY 1

Alcoholic Beverage Medical Research Foundation — research grants
Arthritis Society — studentships
Canadian Cystic Fibrosis — summer student awards
Canadian Wildlife Service — assistance to graduate students
Epilepsy Canada — summer studentships
Harry Frank Guggenheim Foundation — research grants, Ph.D. dissertation fellowships
Hereditary Disease Foundation — research grants
Rick Hansen/Man in Motion Legacy Fund — research grants, fellowships, studentships
Leukemia Research Fund of Canada — operating grants, fellowships
McDonnell-Pew Program in Cognitive Neuroscience — training awards, research grants
National Cancer Institute of Canada — research scientists, Terry Fox cancer research scientists, fellowships, studentships, Terry Fox team development grants (letter of intent)
National Institutes of Health (US) — research grants (new)
Ontario Respiratory Care Society — fellowships
Sport Canada — applied sport research program
National Foundation for Ileitis & Colitis (US) — personnel awards
World AIDS Foundation — concept letters
FEBRUARY 11
Calgary Institute for the Humanities — senior research fellowships

Manning Awards Foundation — nominations
Canadian Liver Foundation — graduate studentships, summer studentships
FEBRUARY 15
Cancer Research Society Inc. (Canada) — fellowships, research grants
Juvenile Diabetes Foundation International/Canada — preliminary application for research grants
Kidney Foundation of Canada — Allied Health Council fellowships, scholarships, research grants
Miles/Canadian Red Cross — operating grants (letter of intent)
Muscular Dystrophy Association of Canada — summer fellowships
Ontario Lung Association/Thoracic Society — research grants
Whitaker Foundation — invited full applications
FEBRUARY 18
CIDA — tier 2 microfund
FEBRUARY 28
NATO — Committee on the Challenges of Modern Society fellowships
Thyroid Foundation of Canada — research fellowships, summer student research scholarships
MARCH 1
Association for Canadian Studies — awards of merit (nominations)
Banting Research Foundation — research grants
Canadian Genome Analysis & Technology Program — resource centres (full application); research projects, equipment (invited full application)
Cancer Research Institute (US) — investigator awards
Crohn's & Colitis Foundation of

Canada — research grants
Fight for Sight Inc. — post-doctoral fellowships, student fellowships, grants-in-aid
Health & Welfare Canada/NHRDP — training fellowships
Heart & Stroke Foundation of Canada — symposia and workshops
Howard Hughes Medical Institute — post-doctoral fellowships for physicians
Juvenile Diabetes Foundation International/Canada — research grants (full application)
MRC — university/industry operating grants, clinical trials, research chairs, visiting program, workshops
NSERC — bilateral exchange, foreign researcher awards, grants for research abroad
MARCH 15
Dysautonomia Foundation Inc. — research grants
Health & Welfare Canada/NHRDP — AIDS research grants
Heart & Stroke Foundation of Canada — science student scholarships, high school student scholarships
MARCH 21
Physicians' Services Incorporated Foundation — research grants
MARCH 23
Health & Welfare Canada/NHRDP — seniors' independence research program
MARCH 31
Health & Welfare Canada/NHRDP — Canada's drug strategy (phase II)
International Cystic Fibrosis — international research projects, scholarships, professorships
NATO — collaborative research grants

COMMITTEES

The Bulletin regularly publishes the terms of reference and membership of committees.
The deadline for submissions is Monday, two weeks prior to publication.
The Bulletin reserves the right to publish notices as space permits.

SEARCH

CHAIR, DEPARTMENT OF GERMANIC LANGUAGES & LITERATURES
A search committee has been established to recommend a chair of the Department of Germanic Languages & Literatures. Members are: Dean M.A. Chandler, Faculty of Arts & Science (chair); Professors Hartmut Froeschle, A.D. Latta and H.W. Seliger, Department of Germanic Languages & Literatures; A.A. Iannucci, Department of Italian Studies; John Baird, associate dean, Division I, School of Graduate Studies; and Sam Solecki, associate dean, humanities, Faculty of Arts & Science; and Peggy Vidyer, student, Department of Germanic Languages & Literatures.

The committee would appreciate receiving nominations and comments from interested members of the University community. These may be submitted to Professor M.A. Chandler, dean, Faculty of Arts & Science, room 2020, Sidney Smith Hall.

CHAIR, DEPARTMENT OF SLAVIC LANGUAGES & LITERATURES
A search committee has been established to recommend a chair of the Department of Slavic Languages & Literatures. Members are: Dean M.A. Chandler, Faculty of Arts & Science (chair);

Professors C.H. Bedford, Maxim Tarnawsky and C.E. Kramer, Department of Slavic Languages & Literatures; W.L. Rolph, chair, Department of Spanish & Portuguese; John Baird, associate dean, Division I, School of Graduate Studies; and Sam Solecki, associate dean, humanities, Faculty of Arts & Science; and John Pirie, student, Department of Slavic Languages & Literatures.

The committee would appreciate receiving nominations and comments from interested members of the University community. These may be submitted to Professor M.A. Chandler, dean, Faculty of Arts & Science, room 2020, Sidney Smith Hall.

PLEASE NOTE

We request submission on a five-inch computer disk in WordPerfect 5.1 or plain text format, but some other disk formats are acceptable. The notices must include the full names of the departments or divisions in question. The last names of committee members must be accompanied by the full first names or two initials. If responses are requested, the full address of the sponsoring unit must also be included along with the appropriate deadline dates. For more information, please call Ailsa Ferguson, editorial assistant, 978-6981.

PHD ORALS

Graduate faculty please call the PhD examinations office at 978-5258 for information regarding time and location for these listings.

MONDAY, JANUARY 31
David John Bottomley, Department of Physics, "Optical Harmonic Generation from Interfaces with Group IV Semiconductors."
Prof. H.M. van Driel

Guokun Chen, Department of Civil Engineering, "A Study on the Application of Probabilistic Approach in Rock Engineering."
Prof. E. Hoek.

Mauricio Dziedzic, Department of Civil Engineering, "An Experimental Study of Viscous Vortex Rings."
Prof. H.J. Leutheusser.

Xian Jun Fang, Institute of Medical Science, "DNA-Mediated Immortalization and Transformation of Rat Hepatocytes: Phenotypic Analysis of Tumours Produced in Nude Mice by Cells Lines."
Prof. A. Keating.

Antoinette Katharine Heloise Gagne, Department of Education, "A Curriculum and Pedagogical Change: A Case Study of the Implementation of Process Writing in a Suburban French Immersion Elementary School."
Prof. J. Cummins.

Xianwei Ha, Department of

Mathematics, "Invariant Measure on Sums of Symmetric Matrices and Its Singularities and Zero Points." Prof. J. Repka.

Constance Marks Holiday Heimbecker, Department of Education, "To School or Not to School: The Innu Dilemma."
Prof. M. Heller.

Ornella Lavecchia, Department of Italian Studies, "Le componenti tematiche e strutturali del *Mambriano* di Francesco Cieco da Ferrara." Prof. A. Franceschetti.

Roman Andrzej Sabo, Department of Slavic Languages & Literatures, "Slavic Metafiction: Witold Gombrowicz's *Ferdynand*, Mikhail Bulgakov's *Master I Margarita* and Vaclav Rezac's *Rozbrani*."
Prof. L. Dolezel.

Richard Clyde Sanger, Centre for Comparative Literature, "Direct Speech and Narrative in Four 20th-Century Poets."
Prof. J.E. Chamberlin.

Dejian Zhou, Department of Industrial Engineering, "Processor Assignment Problems in Distributed Computing."
Prof. M.W. Carter.

THURSDAY, FEBRUARY 3
Gertrude Anne MacIntyre,

Department of Education, "Public Schools as Mediating Structures: Linking Education and Community Development in Cape Breton Island." Prof. R.I. Simon.

Hachem Kamoun, Department of Industrial Engineering, "Scheduling in Repetitive Manufacturing Systems: Complexity, Heuristic Algorithms and System Design."
Prof. C. Sriskandarajah.

FRIDAY, FEBRUARY 4
Andrew Keith Gillett, Centre for Medieval Studies, "Envoys and Diplomacy in the Early Medieval West, 411-533."
Prof. W.A. Goffart.

Darin Philip Weston Graham, Department of Aerospace Science & Engineering, "Manipulator Operations Using Value Encoding."
Prof. G.M.T. D'Eleuterio.

Robert Kevin Irish, Department of English, "The Device is Single, Naked and Plain: The Stagecraft of Thomas Middleton."
Prof. A.M. Leggatt.

Carlos Martin Lorencez-Gonzalez, Department of Chemical Engineering & Applied Chemistry, "Turbulent

Momentum Transfer at a Gas-Liquid Interface in a Horizontal Stratified Flow." Prof. M. Kawaji.

Susan Jane Roxburgh, Department of Sociology, "Women, Work and Well-Being: A Consideration of Workplace and Home Contingencies."
Prof. R.J. Turner.

Laura Elizabeth Smith, Department of Political Science, "Accounting for Variations in the Commitment of National Regimes to Regional Economic Integration Schemes in the Commonwealth Caribbean." Prof. R.O. Matthews.

Michael Tymianski, Institute of Medical Science, "A Study of Neuronal Ca²⁺ Homeostasis: Application to the Pathophysiology and Treatment of Early Excitotoxic and Hypoxic/Ischemic Neuronal Injury in Vitro and in Vivo."
Prof. C.H. Tator.

Chang Ching Yu, Department of Geography, "Waste-Economy of Industrial-Commercial-Institutional (ICI) Establishments in the Metropolitan Toronto Area — An

Integrated Methodology." Prof. J. Whitney.

THURSDAY, FEBRUARY 10
Elizabeth Anne McCay, Institute of Medical Science, "The Construct Validation of the Modified Engulfment Scale."
Prof. M.V. Seeman.

FRIDAY, FEBRUARY 11
Maxine Gay Moldenhauer, Faculty of Pharmacy, "Rate of Solvent Evaporation and Solubility Parameter Effects on Microencapsulation."
Prof. J.G. Nairn.

David Robert Wilkes, Department of Computer Science, "Active Object Recognition."
Prof. J.K. Tsotsos.

SATURDAY, FEBRUARY 12
Barry Dale Steben, Department of East Asian Studies, "From Samurai to Shishi: The Development of Ethical Idealism in the Yomeigaku School of Japanese Confucianism."
Prof. J.C. Ching.

MONDAY, FEBRUARY 14
Michael James W. Kyle Crawford, Department of Zoology, "Retinoic Acid Receptors, Targets and Effects in *Xenopus Laevis* Development."
Prof. R.A. Liversage.

WHO'S TO NAVIGATE? WHO'S TO STEER?

Universities should not be squeamish — the private sector values them for what they are

BY PETER MUNSCHE

LAST NOVEMBER I VISITED POHANG, SOUTH Korea. It is the home of the Pohang Iron & Steel Co., which runs the world's largest steel mill. It is also the home of Postech, a technical university established by that company seven years ago.

As one might expect the campus is modern, although it has many architectural features that one would associate with a medieval European university: stairwells, courtyards, senior common rooms and the like. It is also well built. Postech, in fact, represents a capital investment of a quarter of a billion dollars.

All of this money came from the company. In addition the operating budget of Postech — about \$60 million a year — is paid by the Pohang Iron & Steel Co. In Canadian terms it is as if McMaster University was built and bankrolled by Stelco.

"And the faculty?" you might ask. "Surely they have to spend all their research time working on projects for the company." In fact, I was told, that has not happened. Yes, there is a lot of interaction with the company but the faculty get support from a variety of sources, including the Korean equivalent of Canada's Natural Sciences & Engineering Research Council, and they publish widely both in Korea and abroad. A majority of the articles appear in international, peer-reviewed journals.

Part of the reason for this is that the vast majority of Postech's professors are Koreans recruited from university faculties in North America and Europe. They insist on continuing to be part of the international world of science and engineering. Another part of the explanation, however, is the company itself. Seven years ago it already had an in-house R&D laboratory. What it wanted was access to a larger, wider pool of knowledge and expertise. What it wanted was a university.

Since my return I have been thinking about Postech. In particular I think about it whenever the subject of university-industry "partnerships" is raised. Given NSERC's recent strategic plan and other pronouncements, that means that I think about Postech a great deal.

Why, I wonder, is the idea of a company-funded university so surprising? Why is the idea that a company should allow, even welcome, freedom of inquiry so unexpected? And what does that surprise say about us in Canada and about our future?

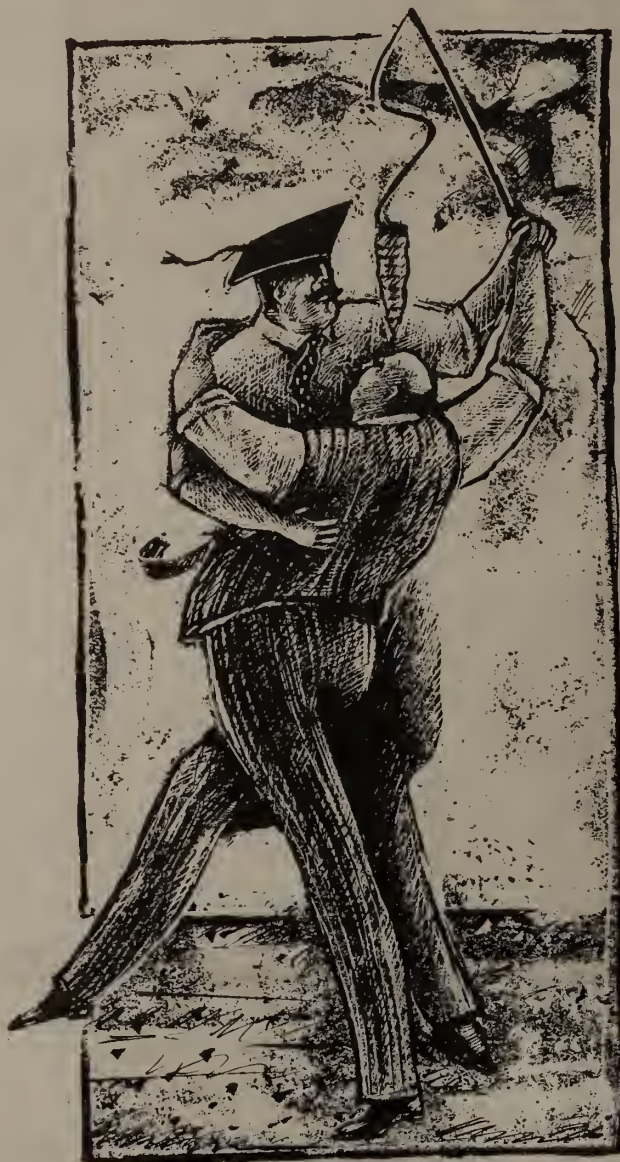
IT IS NOT DIFFICULT TO ARGUE THAT UNIVERSITY RESEARCHERS should be seeking more support from the private sector. The case is quite straightforward: that's where the new money is.

Over the past decade corporate support for research at this university has increased by 278 percent. In the same period, funding from the federal government has risen by only 63 percent while private foundation support is 50 percent lower today than it was 10 years ago.

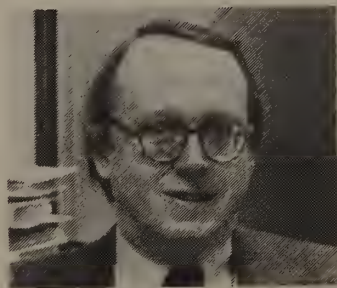
Much of the corporate support for university research is the result of government action. Both federal and provincial governments have created shared-cost programs — like URIF (university research incentive fund) and industrial research chairs — to lure companies into collaborating with academe. In addition changes to the Patent Act have been made to increase R&D expenditures by the international drug companies. Even when the new money comes entirely from government, as it does in the case of federal and provincial centres of excellence, it is on the explicit assumption that the research will be relevant to industry and eventually will lead to private sector investment.

So the message from government is clear. But the response from universities is ambivalent. Many researchers work regularly and happily with industry and their number has grown steadily in the past decade, thanks to the centres of excellence, the granting councils' university-industry programs and other vehicles. And yet there is also resistance to this trend. The university community is regularly warned against the "steering effect" of private sector funding. In many quarters, "applied" research is still considered inferior to "basic" research.

Much of this resistance seems to be based on a number of



misunderstandings. Some people, for example, assume that "contract research" means that the company comes to the university and tells it what to do. Yet many, even most, contracts at this university are initiated by a researcher who, seeking funding for his or her project, goes to a company and sells it on the idea.



AND WILL WE BE RESPECTED IN THE MORNING?

Other people assume that companies will fund research only if they can own the results. Yet today the bulk of research funding from industry comes in the form of grants-in-aid which, by definition, do not confer ownership or even an exclusive licence. Admittedly 10 years ago it was different. Then, 70 percent of corporate funding came in the form of contracts. Last year, however, contracts amounted to only 22 percent of financial support for research from industry.

That shift in emphasis reveals another aspect of corporate behaviour which does not fit the stereotype. Very few companies approach the University of Toronto to develop a product. Most

are looking for answers to much more general — dare I say "basic"? — questions. They want to *understand* the nature of a substance or a process or an environment that has, or could have, an impact on their business.

That is why Abitibi-Price funds an NSERC chair in paper science — which, by the way, is occupied by a mathematician. And why a mushroom growers' association supports a project in plant genetics. And why Proctor & Gamble is interested in the development of mathematical models for the interpretation of market data. And why Ciba-Geigy funds fundamental research into the regeneration of nerve cells.

Like the patron of Postech, companies seek out universities because they want what only universities can provide: a breadth of knowledge and expertise, an awareness of recent developments in fields that are relevant to their business and, perhaps most important, a sense of perspective. We know the "state of the art" but we also possess the fundamental knowledge that endures. In an age of swift technological and social change, that makes universities a valuable resource. Most companies don't want to change us. On the contrary they value us for what we are — and what we could do for them, if only they could make the right connections.

THE IDEA THAT CORPORATIONS MIGHT ACTUALLY WANT to help rather than exploit universities is difficult for many in the research community to accept. Even if it were true, some would argue, an alliance with a corporation will surely lead to the dreaded "steering effect." If universities jump into bed with business, won't they soon become "market driven?" And will we be respected in the morning?

The reality, though, is that universities are already "market driven" — and have been for some time. They operate in a marketplace of ideas and respond quickly to changes in that arena. Just recall the response of the scientific community to news about high-temperature superconductivity or cold fusion. When these new stocks came on the academic market, not everyone bought shares, but they certainly paid close attention to the daily quotations! In quite a number of laboratories, the investment of time and money changed as a result. In research as well as commerce the perception of "what's hot" can abruptly alter plans and the willingness of others to invest.

In addition to pressure from the academic market, researchers are being "steered" by other forces, most notably by governments. Over the past decade it is governments, not corporations, who have been the most vocal and active in trying to change researchers' behaviour. Through strategic plans, new programs and other instruments they have encouraged academics to do research that is "relevant" to Canada's economic and social development. Those actions have not necessarily been harmful to research, but they definitely have been intrusive. Why then is public funding of research held out to be better than support from the private sector? Is "steering" acceptable only when the money comes from a deficit-producing organization?

Which brings me back to Pohang. Walking through the campus I couldn't help recalling that in the west universities began not as secular institutions but as outgrowths of the Catholic Church. In that sense Postech was really not very different from the universities in 14th-century Padua or Paris, except possibly that the students in Pohang riot less frequently. In medieval Europe, universities knew they were beholden to their patrons but that did not stop them from becoming centres of free thought and even heresy.

Historically money from commerce (as opposed to tax revenue) has been the friend of science and scholarship. In Asia and North America today there are a number of universities that continue to embody that tradition. In Canada we do not have private universities but we nevertheless benefit greatly from the support of corporations and other private institutions. They may, in fact, turn out to be our greatest friends and strongest defenders in the future.

Peter Munsche is assistant vice-president (research services).